

EEOC FORM 715-01 PART A - D		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017	
PART A Department or Agency Identifying Information	1. Agency		Environmental Protection Agency
	1.a. 2nd level reporting component		N/A
	1.b. 3rd level reporting component		N/A
	1.c. 4th level reporting component		N/A
	2. Address		1200 Pennsylvania Avenue, NW
	3. City, State, Zip Code		Washington District of Columbia 20460
	4. Agency Code	5. FIPS code(s)	EP00 6800
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees		14869
	2. Enter total number of temporary employees		878
	3. Enter total number employees paid from non-appropriated funds		0
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]		15747

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Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017	
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Agency Head	Administrator Scott Pruitt	
	2. Agency Head Designee	Acting Deputy Administrator Mike Flynn, Acting Deputy Chief of Staff Helena Wooden-Aguilar	
	3. EEO Director	Acting Director Office of Civil Rights Tanya Lawrence	
	4. Affirmative Employment Manager	Assistant Director for Affirmative Employment Analysis and Accountability Tina Lancaster	
	5. Complaint Processing Manager	Assistant Director, Employment Complaint Resolution Staff Cynthia Darden	
	6. Other EEO Staff	National EEO Program Manager Mirza Baig, Anti-Harassment Program Manager Randolph Ferrell, ADR Program Manager Norwood Dennis, Principal MD-715 Preparer/National EEO Program Manager Jerome King, Acting Deputy Director Khesha Reed, EEO Specialist/Team Lead, Title VII Renee Clark, Assistant National Reasonable Accommodations Coordinator Kristin Tropp	
	7. MD-715 Preparer		
	8. Diversity and Inclusion Officer	Director, Diversity, Recruitment and Employee Services Division Bisa Cunningham	
	9. Disability Special Emphasis Program Manager	Special Placement Program Coordinator/National Disability Employment Program Manager Christopher Emanuel	
	10. Hispanic Special Emphasis Program Manager	National EEO Program Manager Christopher Emanuel	
	11. Women's Special Emphasis Program Manager	National EEO Christopher Emanuel	
	12. Anti-Harassment Program Manager		
	13. Reasonable Accommodation Program Manager	National Reasonable Accommodations Coordinator Amanda Sweda	

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Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017	
PART D List of Subordinate Components Covered in This Report		Subordinate Component and Location (City/State)	
		Headquarters Program Offices in	EP00 6800
		Program Lab - OAR/ORIA/NAREL,	EP00LA 6800
		Region 1 - Boston, Boston/MA	EP00Q1 6800
		U.S. Environmental Protection Agency,	EP00 6800
		Region 2 - New York, New York/NY	EP00R2 6800
		Region 3 - Philadelphia, Philadelphia/PA	EP0053 6800
		Region 4 - Atlanta, Atlanta/GA	EP00T4 6800
		Region 9 - San Francisco, San	EP00Y9 6800
		Program Lab - ORD/NHEER Labs,	EP00NF 6800
		Office of Air and Radiation (OAR), /DC	EP00LA 6800
		Office of General Counsel (OGC), /DC	EP00CN 6800
		Office of Environmental Information (OEI),	EP00GH 6800
		Office of Land and Emergency	EP00KD 6800
		Human Resources Support - Shared	EP00HG 6800
		Region 7 - Lenexa, Lenexa/KS	EP00W7 6800
		region 5 - Chicago, Chicago/IL	EP00U5 6800
		Region - 6 Dallas, Dallas/TX	EP00V6 6800
		Region 8 - Denver, Denver/CO	EP00X8 6800
		Region 10 - Seattle, Seattle/WA	EP00ZX 6800
		Program Lab - ORD, NRM Research Lab,	EP00NF 6800
		Program Lab - OAR/ORIA/NVFEL, Ann	EP00LA 6800
		Program Lab - OAR/ORIA/NCRFO, Las	EP00LA 6800
		Program Lab - ORD, NERL, Athens/GA	EP00NF 6800
		Program Lab - ORD/NHEER Labs,	EP00NF 6800
		Program Lab - ORD/NHEER Labs, Gulf	EP00NF 6800
		Program Lab - ORD/NHEER Labs,	EP00NF 6800
		Office of the Administrator (OA), /DC	EP00AM 6800
		Office of Administration and Resources	EP00HG 6800
		Office of the Chief Financial Office (OFCO),	EP00FJ 6800

Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017		
	Office of Enforcement and Compliance	EP00BE	6800	
	Office of the Inspector General (OIG), /DC	EP00DP	6800	
	Office of International and Tribal Affairs	EP00EL	6800	
	Office of Chemical, Safety and Pollution	EP00MC	6800	
	Office of Research and Development	EP00NF	6800	
	Office of Water (OW), /DC	EE00JB	6800	
	Human Resources Support, /DC	EP00HG	6800	
	Human Resources Support - Shared	EP00HG	6800	
	Human Resources Support - Shared	EP00HG	6800	

EEOC FORM 715-01 PART E	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Environmental Protection Agency	For period covering October 1, 2016 to September 30, 2017	
EXECUTIVE SUMMARY		
<p> EEOC FORM 715-01 PART E U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT U. S. Environmental Protection Agency For period covering October 1, 2015 to September 30, 2016. Part E – Executive Summary Part E.1 - Executive Summary: Mission Introduction This Federal Agency Annual Equal Employment Opportunity Program Status Report for Fiscal Year 2017 (FY17) outlines the U.S. Environmental Protection Agency (EPA or Agency) Equal Employment Opportunity (EEO) Program activities, as required by the U.S. Equal Employment Opportunity Commission's (EEOC) Management Directive 715 (MD-715). The report highlights the EPA's accomplishments in establishing and maintaining a model EEO program. The U.S. Environmental Protection Agency Mission The EPA's mission is to protect human health and the environment. Fostering and maintaining a highly-skilled, diverse, and engaged workforce through EEO is essential to fulfilling our mission to protect human health and the environment, including our commitment to the American people. The following priorities are at the heart of the EPA's purpose: improving air quality, providing for clean and safe water, revitalizing land and preventing contamination, and ensuring the safety of chemicals in the marketplace. Part E.2 - Executive Summary: Essential Element A-F Model EEO Program - Essential Elements The EPA Office of Civil Rights (OCR) conducted an annual self-assessment along with an analysis of the EPA's workforce to identify triggers and coordinate planned activities to eliminate any potential discrimination. To most efficiently and effectively accomplish this, OCR coordinated several partnerships. Its primary partnerships include many offices and programs in the Office of Administration and Resources Management (OARM). Specific partners include the Shared Services Centers (SSCs) and the Office of Human Resources (OHR). The overarching partnership with OARM is critical to the Agency's Diversity and Inclusion Strategic Plan and effective management of human, financial and physical resources, as well as the data access to employee and applicant characteristics related to race, national origin (RNO) and disability[1]. Moreover, OCR consults with the Office of General Counsel (OGC) for legal sufficiency review of the Federal Agency Annual EEO Program Status Report. Additionally, OCR works closely with regional EEO Officers and Deputy Civil Rights Officials in regional and programmatic offices to assess the Agency's EEO program and implement plans. OCR also relies on support from senior managers in the Administrator's Office to achieve a model EEO program. The Agency reviewed its EEO and personnel programs and policies, and evaluated their performance considering the following elements that enhance the effectiveness of its EEO program. The results within the following six elements serve as the organizing principles by which the EPA can assess and improve its program. [1] For purposes of this report, the EPA incorporated the Office of Personnel Management (OPM) definition of workforce diversity which refers to a collection of individual attributes that, together, help the Agency pursue organizational objectives efficiently and effectively. These include, but are not limited to, characteristics such as national origin, language, race, color, disability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran status, and family structures. The concept also encompasses differences among people concerning where they are from, where they have lived and their differences of thought and life experiences. OPM further defines inclusion as a set of behaviors (culture) that encourages employees to feel valued for their unique qualities and experience a sense of belonging; and inclusive diversity as a set of behaviors that promote collaboration amongst a diverse group. Essential Element I – Demonstrated Commitment from Agency Leadership Element A identifies areas where the Agency head has communicated a commitment to equal employment opportunity and a discrimination-free workplace. The EPA is dedicated to the principles of EEO and maintaining a successful EEO Program. This commitment is seen at all levels of the Agency from senior executives, managers and supervisors to employees. The effort to demonstrate this commitment includes, but is not limited to activities that help maintain an environment free from discrimination, retaliation, and harassment. In addition to Gold, Silver and Bronze awards that recognize individual or team efforts in any area, the Agency also grants the Suzanne E. Olive Award for Exemplary Leadership in National EEO and the Vivian Malone Jones Legacy Award. The Olive Award annually recognizes individuals and/or groups for their significant contributions to EEO and civil rights and diversity and </p>		

inclusion while advancing the Administrator's mission of a high-performing organization. The Malone Legacy Award annually recognizes an individual who has demonstrated consistent integrity and regular contributions to leadership, diversity, social justice (affirmative action, civil rights, and environmental justice) in the Agency or in the community at large, through personal leadership, mentoring, and/or program management. In addition, the OCR Director serves as an ex-officio member to the Agency's National Honor Awards Review Panel. The Panel evaluates award nominations and makes recommendations on final awardees.

Essential Element B – Integration of EEO into the Agency's Strategic Mission

Element B identifies the structure of the EPA EEO programs that help to maintain a workplace that is free from discrimination while supporting the Agency's strategic mission of a high performing organization.

The Agency's Core Mission is to deliver real results to provide Americans with clean air, land, and water. To improve efficiency and effectiveness, the Agency's Strategic Plan commits to developing, and maintaining a highly-skilled, diverse, and engaged workforce.

Additionally, the EPA has committed to the integration of EEO into several other critical areas of management to include, but not be limited to, the following:

- **Reporting Structure:** The OCR Director has appropriate authority and resources to effectively carry out a successful EEO program and reports day-to-day operations to the Deputy Chief of Staff to ensure accountability throughout the EPA. OCR provides technical guidance in the implementation of EEO programs at the national level, including action plans in accordance with MD-715 guidance. Regional EEO Officers report directly to their respective Regional Administrators/Deputy Regional Administrators.

- **Communication:** In FY17, the annual MD-715 report, covering FY16 activities, was made available and posted on the Agency's internal website. The OCR Director attends weekly senior management meetings to inform top management officials of the effectiveness, efficiency, and legal compliance of the Agency's EEO program. In addition, OCR collaborates with OARM on planned activities to address identified triggers and eliminate potential barriers.

- **Self-Identification of the Workforce:** The EPA committed to a re-survey initiative of its workforce in FY17. OHR encouraged all employees to self-identify or update their information using descriptions from the Office of Personnel Management's revised Standard Form 256 - Self Identification of Disability through Employee Express, <https://www.employeeexpress.gov/>. OHR posted virtual flyers, banners, issued reminders to supervisors, and published articles in the EPA Newsletter regarding this initiative.

The Agency continued implementation of its pilot program to provide a tool for employees to voluntarily self-disclose their sexual orientation and gender identity (SOGI). Employee Express was also updated to allow EPA employees to voluntarily provide this information. Results indicated 216 (1.43%) of 15,093 employees provided SOGI information in FY17.

- **Special Emphasis Programs:** The EPA Special Emphasis Programs (SEPs) support equal opportunities throughout the Agency to include areas within the employment life cycle: outreach and recruitment, hiring, advancement, training, and awards/promotions. By establishing and utilizing SEPs and engaging with affinity groups, the EPA continued to raise employee awareness of EEO and diversity and inclusion while demonstrating the Agency's commitment to a model EEO workplace. Agency managers and supervisors supported SEPs by identifying programmatic level SEP Managers (SEPMs) to implement their local level SEPs. The Agency engaged up to 125 SEPMs to assist in the planning of activities related to MD-715 as well as diversity and inclusion initiatives.

- **Employee Viewpoint:** Managers and supervisors support employee engagement as a resource to gain more context about employee perspectives and ideas to improve employee satisfaction. The EPA gathers employee opinions through tools including the OPM Employee Viewpoint Survey, the Annual Employee Survey, and other documents that report employee engagement, such as the Partnership for Public Service and Deloitte - Best Places to Work in the Federal Government® rankings. A SharePoint site was created to disseminate all communication and results for the surveys.

- **Barrier Analysis Team:** In FY16, OCR proposed the development of a National Barrier Analysis Team with a cross-functional, program, regional, and multi-grade structure designed to provide senior leadership with comprehensive and long-term analyses and insights into the EPA's workforce processes, including recruitment and retention. In FY17 this team engaged in sustained and systematic inquiry into anomalies (triggers) as they relate to workplace policies, procedures, and practices, with a focus on identifying barriers to diversity, inclusion, and equal opportunity, and devising plans to eliminate any identified barriers.

- **Talent Hub:** The Agency explored optional resources and methods to achieve a model EEO program, such as the continued use of Talent Hub for full- and part-time details and short-term projects and other shared resources to maintain its EEO programs. The Talent Hub website grants all employees access to advancement and internal/external opportunities. In FY17, SES positions were added to Talent Hub.

Efforts to streamline plans and activities that improve EEO include national efforts to increase the use of hiring panels and special hiring authorities (i.e., Schedule A and disabled veterans). These efforts extend to the enhancement of career-developing opportunities; employee engagement; and the roles and responsibilities of SEPMs as they pertain to affirmative program initiatives, i.e., outreach, recruitment, and leveraging internal and external partnerships and alliances. The Agency developed and maintains partnerships and alliances with diverse professional organizations and educational institutions. The Agency leverages these relationships to broaden its public outreach/recruitment strategy. In FY17, partner organizations

included, among others: Association of Latino Professionals in Finance and Accounting; Pan-Asian Leaders in Finance and Accounting; Hispanic Bar Association of the District of Columbia; Hispanic National Bar Association; National Association of Asian MBAs; National Association of Black Accountants; National Bar Association; National Black MBA Association; South Asian Bar Association of Washington, D.C.; Women's Bar Association of the District of Columbia; Diverse Partners Network; and the Thurgood Marshall College Fund.

The Agency developed and published the FY 2017 – 2021 Diversity and Inclusion Strategic Plan (D/I Plan). The D/I Plan was strategically implemented to strengthen management of Agency outreach, diversity and inclusion efforts, including development of a strategy to safeguard against unconscious bias in the hiring and selection process. The D/I Plan serves to support and facilitate education, outreach and training on diversity and inclusion by:

- Featuring numerous initiatives, including employing culture change strategies, such as the New Inclusion Quotient (New IQ) Initiative and Diversity and Inclusion Dialogues.
- Implementing a vehicle to track the annual D/I Plan.
- Most importantly to MD-715, incorporating several objectives to eliminating any potential barriers to employment (potential barriers for Schedule A hires and career development), and tracking and monitoring areas within the employment life cycles (e.g., career development to the SES).

The Agency's lead EEO offices, OHR and OCR, work collaboratively to engage other partners, such as the Agency's Diversity and Inclusion Advisory Committee (DIAC), to incorporate and implement EEO and D/I strategic priorities into the FY 2017-2021 Roadmap and Implementation Plan - June 2017. The results of the first year were reported to the DIAC senior executive members in September 2017.

- OHR, in conjunction with OCR, completed a strategic plan for mitigating bias on September 30, 2017. This strategy included:
 - Employing culture change strategies, such as the New Inclusion Quotient (New IQ) Initiative and Diversity and Inclusion Dialogues; and
 - Providing training and education on cultural competency, implicit bias awareness, and inclusion learning for all employees.

Although the Agency conducted minimal recruitment in FY17, it continued to work with partners in diverse professional organizations and educational institutions. The Agency measured its overall success this year through the assessment of recruitment strategies and existing tools intended to increase equal employment opportunity. For example:

- Memoranda of Understanding (MOUs): The EPA reviewed existing MOUs with Minority Serving Institutions (MSIs) to plan effective outreach opportunities. The review process resulted in the following engagement: 1) the renewal of the MOU with the Vermont Law School on Distant Learning for the advancement of environmental education between the Vermont Law School and MSIs; 2) the renewal of the Gallaudet University MOU; 3) the extension of the Howard University MOU; and 4) the creation of the Rochester Institute of Technology/National Technical Institute for the Deaf MOU. The review and renewal of MOUs affords an opportunity for the EPA to expand its outreach activities, disseminate information on careers at EPA, and increases interactions with the next generation of potential Agency employees. Additionally, during the first quarter of FY17, the EPA signed a MOU with UMASS Boston to expand upon the existing relationship that results in sharing publicly available information about potential employment and experiential opportunities with minority and low income students interested in environmental careers. This MOU also facilitates EPA's ability to recruit from a talented and diverse pool of students for future vacancies as they become available.

- Communications and Tracking: OHR, along with OCR, assessed the internal communication and tracking methods used in monitoring areas of affirmative promotion of EEO, including streamlining efforts to capture data on outreach, professional development, employee engagement, and retention. OHR and OCR continued efforts to collaborate on strategies related to promoting EEO. Strategic focus remained on cross-communication, creating an internal and external exchange of information, and standardizing reporting requirements, such as the MD-715, Federal Equal Opportunity Recruitment Program (FEORP), Disabled Veterans Affirmative Action Program (DVAAP), and other annual reports that require the collection of workforce data and analysis.

Essential Element C - Management and Program Accountability

Element C identifies areas where the Administrator's Office holds managers, supervisors, and EEO officials responsible for the effective implementation of the Agency's EEO Program and Plan.

- Diversity Civil Rights Officials (DCROs): The Agency appoints a minimum of twenty-three (23) DCROs who provide leadership and effective implementation of the EPA's Civil Rights Programs and Plans, including diversity and inclusion, consistent with Agency policy and directives. DCROs ensure accountability of Equal Employment Opportunity Officers and national civil rights efforts and oversight of EEO programs and deficiencies within their respective offices. In FY17, DCROs engaged their respective program offices and regions in conducting a self-assessment against the essential elements of a model EEO program.

DCROs also supported EEO practitioners and SEPMs with annual training (e.g., the EPA personnel database system on EEO, managed by the U.S. Department of the Interior (DOI) Oracle Business Intelligence Enterprise Edition (OBIEE)). Additionally, DCROs ensured active engagement on EEO complaints of discrimination and reasonable accommodations within their

respective program offices.

- **Reasonable Accommodations Program and Procedures/Personal Assistance Services:** Through the EPA SSCs, job applicants can request and receive reasonable accommodations during the application and placement processes. The National Reasonable Accommodation Coordinator (NRAC) coordinates updates, such as the release of the Section 501 Affirmative Action Plan specific to reasonable accommodations and personal assistance services to the EPA Local Reasonable Accommodation Coordinators (LORACs).

In FY17, the Agency processed 343 of the 356 RA requests (or 96.3%) within the applicable timeframes identified in both the American Federation of Government Employees (AFGE) National Reasonable Accommodation Procedures (NRAP) and the EPA Reasonable Accommodation Procedures. The Agency has attained the 90% or greater processing rate for the seventh consecutive year in compliance with the requirements outlined in MD-715.

- **Diversity and Inclusion Advisory Committee (DIAC):** The DIAC launched a new structure in FY17 to strengthen its platform of engagement around plans and activities that support EEO and diversity and inclusion and to evaluate the committee's effectiveness by identifying appropriate goals and objectives with metrics to measure outcomes.

- **Employee Engagement Advisory Committees:** In response to the Federal Employee Viewpoint Survey, various EPA program offices and regions established Employee Engagement Committees. These committees have diverse participation, including members of related groups, such as SEPs. In November 2016, the EPA established the Employee Engagement Community of Practice (ECoP), led by OHR's Workforce Planning Branch. The ECoP was established to promote information sharing, dialog and collaboration among program and regional offices. Members meet monthly to discuss issues and exchange ideas on furthering employee engagement and creating healthy workplaces. The ECoP provides a forum for members to share success stories and lessons learned. Members report the ECoP has enhanced problem solving, promoted knowledge exchange and fostered the implementation of new ideas that have brought about positive change. The EPA's 2017 EVS results reveal that Agency scores rose in nearly all major employee engagement and satisfaction categories. A SharePoint site was also created to host ECoP documents and resources that include EVS data and FAQs, office engagement action plans, and ideas for marketing and promoting EVS participation and best practices.

- **Performance Measures:** Performance plans include language for commitment to EEO principles and practices to ensure a workplace that is free from all forms of discrimination, including harassment. As a standing practice, EPA Senior Executives and general schedule (GS) 13-15 supervisors and managers are rated on performance standards that ensure development and promote success of EPA EEO and diversity and inclusion initiatives.

- **Training:** The EPA tracked and monitored participation and completion of required EEO trainings (e.g., Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act)). In FY17, new employees in their first 90 days of on-boarding were required to complete the training (98.62% completion rate). In addition, newly promoted supervisors were provided EEO related materials and training during the EPA Successful Leaders Program.

- **Review of Potential Systemic Barriers:** OHR and OCR continued their partnership to identify strategic areas to assess programs, policies, and procedures that may have systemic barriers impacting full participation in areas such as application and selection processes, career development, and training. Additional efforts included the continued education of SEPs on how they may expand their programmatic roles and responsibilities.

- **Recruitment of Persons with Disabilities (PWDs) and Persons with Targeted Disabilities (PWTDs):** OHR and OCR attended an annual federal inter-agency meeting sponsored by the U.S. Department of Labor, EEOC, OPM, and the White House on hiring PWDs, including best practices on the dissemination of job announcements among PWDs. OHR and OCR collaborated to share this information with EPA management, increasing their awareness of the various hiring authorities (e.g., Schedule A, conversion of Schedule A employees to the competitive service, and recruitment sources for PWD, PWTD, and disabled veterans) for PWDs and PWTDs. Additionally, OHR and OCR continued their partnership to enhance the Agency's PWD resume database.

Essential Element D – Proactive Prevention

Element D identifies the Agency's early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.

- **Selective Placement Program Coordinator (SPPC):** The Selective Placement Program Coordinator (SPPC) helps Agency management recruit, hire and accommodate people with disabilities. In FY17, OHR and OCR expanded efforts to appropriately respond to job seekers who need further assistance on disability-related questions by sharing the role of Selective Placement Program Coordinators (SPPCs)/Disability Employment Program Coordinators (DEPCs). OPM has updated their Federal Agency wide SPPC Directory to include EPA SPPCs.

- **Sign Language Interpreter Program:** The EPA is committed to providing quality sign language interpreting services to its Deaf and Hard of Hearing (D/HH) employees, job applicants, and the public attending EPA events. These services enable EPA employees and job applicants to perform the essential duties of their job and have full access to EPA employment opportunities. OHR initiated efforts to strengthen the contract procedures associated with the Sign Language Interpreter Program by forming a working group to collaborate with the EPA OCR National Reasonable Accommodation Program and OGC. This working group was tasked to develop procedures that would enable users of the EPA headquarters Sign Language Interpretation Services contract to identify personal preferences when requesting services. The procedures developed:

- Ensure a consistent process for indicating personal preferences and receiving sign language interpretation services; and
- Improve the ability for users of the contract to:

- identify their support requirements;
- identify key behaviors, skills and knowledge that an interpreter must have to effectively support communication;
- identify Preferred Providers they wish to work with;
- provide feedback on their experience using the contract and the interpreters they work with; and
- identify interpreters they do not want to work with.

Prior to implementation of the procedures, OHR conducted a pilot (September through December 2017) to gather additional input from D/HH employees at EPA headquarters and to:

- understand the impact of the draft procedures on the user community;
- provide an opportunity for users of the contract to identify needed improvements;
- identify any additional resources and tools that were needed to support understanding and/or execution of the procedures; and
- recommended a roll-out strategy.

The EPA stresses awareness by offering free seminars (e.g., “Interacting and Working with Individuals who are Deaf and Hard of Hearing” conducted on May 17, 2017) that provide useful information to employees for appropriate interactions with D/HH individuals in the local community and workplace.

• **EPA Procedures for Addressing Workplace Harassment:** The Agency offered federal employees and non-federal staff Anti-Harassment Procedures training (Procedures for Addressing Allegations of Workplace Harassment - EPA Order 4711). Additionally, in FY17 OGC’s Employment Law Practice Group (ELPG) conducted eight EEO & anti-harassment training sessions for Agency supervisors. These sessions, with a total of over 500 attendees, covered a variety of topics including reasonable accommodations and EPA Order 4711. ELPG also conducted anti-harassment training for Agency interns. During FY17, 610 fall, spring and summer interns were trained.

• **Diversity Ally Pledge:** In FY17, EPA SEPs teamed up to leverage senior management support on the expansion of the Lesbian, Gay, Bisexual and Transgender Ally Pledge, piloted in the previous year. This Agency-wide expansion encourages employees to pledge their support to not only the LGBT community, but to any EEO group. The Diversity Ally Pledge mission is to provide a place where employees can promise their support for the cultivation of unique voices and perspectives working collaboratively. The objective also fosters an inclusive and diverse work environment to enhance employee engagement. The Diversity Ally Pledge initiative is the first step in addressing a key diversity milestone.

• **Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act):** In FY17, 98.62% of new EPA employees participated in No FEAR Act training. The next biennial period for all EPA employees to take No FEAR training is scheduled for FY18.

Essential Element E – Efficiency

Element E requires the Agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the Agency’s EEO programs and an efficient and fair dispute resolution process.

• **Informal EEO Complaints of Discrimination:** The EPA’s success in meeting processing times include the following areas: timely fact-finding for informal complaints of discrimination, the number of ADR acceptance responses, and increased resolution rates with and without ADR. Participation rates increased from 47% in FY16 to 56% in FY17. In FY17, 47.3% of all cases were resolved, and 45.8% of ADR cases were resolved. However, rates for ADR offers for informal EEO complaints of discrimination decreased from 96% in FY16 to 86.1% in FY17.

• **EEO Training for Counselors:** In FY17, the EEO Counselor Training Committee identified and/or delivered fourteen (14) 1.0 to 1.5-hour training sessions as re-certification opportunities. In FY17, 16 collateral-duty EEO Counselors earned 135.0 credit hours. In addition, 19 full-time EEO employees also participated in the training sessions and additional training and received 313.0 credit hours.

• **Continuous Improvement:** In FY17, a Chief of Operations (COO) was appointed to lead the Agency’s transformation to an organization of continuous improvement. The COO began deploying a Lean Management System (LMS) to reduce waste and maximize value-added work. In FY18, the LMS has begun to create more effective ways to better serve EPA’s customers while freeing up the capacity of EPA employees to achieve the Agency’s mission. Specific workforce measures that highlight areas of interest identified through barrier analysis will be routinely reported and tracked by senior managers. Measures related to the EPA’s EEO programs include complaint investigation time, final agency decision volume, and reasonable accommodation decision time. Tracking these metrics more closely will provide opportunities for further improving EPA’s performance.

Essential Element F – Responsiveness and Legal Compliance

Element F requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

The EPA continued to focus on compliance with the EEO laws and EEOC regulations, policy guidance, and other written guidance. Plans for addressing newly identified gaps from prior fiscal years are further discussed in Part H of this report. (See EEO Plan for Attaining the Essential Elements of a Model EEO Program.)

• The total number of investigations completed in FY17 increased by 17%. The Agency completed 59 investigations in FY16 and completed 69 in FY17.

OCR reduced the docket of final agency decisions, using OCR staff attorneys, detailees, and Agency volunteers.

The EPA analyzed cumulative workforce profile data from October 1, 2016 through June 30, 2017 to identify any triggers that

may require further inquiry as to the existence of barriers to equal employment opportunities for an employee group based on race and national origin (RNO), sex, or disability. The Agency's plans to complete barrier analyses are included with this EEO Program Status Report where necessary. EPA's total workforce consists of permanent and temporary employees. The workforce distribution by disability includes: permanent and temporary employees, employees with "no disability," "with a disability," "with a targeted disability," and those who "did not identify" any disability. In the MD-715 report, when comparisons are made, only the triggers with statistical significant decreases or increases are noted. In the Appendices, the triggers are highlighted.

Part E.3 - Executive Summary: Workforce Analyses

Total Workforce

As of June 30, 2017, the EPA's total workforce consisted of a total of 15,747 employees, of which 14,869 (94.4%) were full-time/part-time permanent (permanent with status) employees, and 878 (5.6%) were temporary (temporary or term appointment having no permanent status) employees. In comparison, as of June 30, 2016, the EPA employed a total of 15,742 employees, of which 14,732 (93.58%) were full-time/part-time permanent employees and 1,010 (6.42%) were temporary employees. Between June 30, 2016 and June 30, 2017, there was an increase of 137 (+0.93%) full-time/part-time permanent employees, and a decrease of 132 (-13.07%) temporary employees, for a total net increase in FY17 of 5 (+0.03%) employees in the total workforce.[1]

As of June 30, 2017, males comprised 7,693 (48.85%) of the total workforce, which is below the 2010 National Civilian Labor Force (CLF)[2] benchmark of 51.84%. Females comprised 8,054 (51.15%) of the EPA's total workforce, which is above the 2010 CLF benchmark of 48.16%. In comparison, as of June 30, 2016, males comprised 7,694 (48.88%) and females comprised 8,048 (51.12%) of the EPA's total workforce. Between June 30, 2016 and June 30, 2017, the number of male employees decreased by 1 (-0.01%) while the number of female employees increased by 6 (0.07%). (See Appendices for FY17 Workforce Data Table A-1.)

As of June 30, 2017, there were a total of 1,185 (7.53%) persons with disabilities (PWD) in the EPA's permanent and temporary workforce. This number represented an increase of 13 (1.11%) PWD from FY16. As a subset of PWD, there were 303 (1.92%) persons with targeted disabilities (PWTD) in EPA's permanent and temporary workforce as of June 30, 2017. In comparison, there were 345 (2.19%) PWTD in EPA's workforce as of June 30, 2016, a decrease of 42 (-12.17%) employees, and 364 (2.34%) PWTD as of June 30, 2015, a decrease of 19 (-5.2%) employees.

As of:	PWTD (#/% of Workforce)	#/% Decrease from Prior Year
June 30, 2017	303 (1.92%)	42 (12.17%)
June 30, 2016	345 (2.19%)	19 (5.2%)
June 30, 2015	364 (2.34%)	

Snapshot 1 below displays the disability status in the third quarter (June 30th) for the EPA total workforce in FY17 as compared to EEOC's Federal Benchmarks of 12% for PWD and 2.00% for PWTD:

Footnotes:

[1] The EPA recognizes that fiscal year to fiscal year data may contain some known or suspected limitations based on when employee EEO data was uploaded into the EEOC tables that may impact the year-to-year analysis. Objective and valid interpretation of the results requires that the underlying analysis recognizes and acknowledges the degree of reliability and integrity of the data.

[2] The 2010 Civilian Labor Force (CLF) is the national labor force and is derived from the Bureau of Labor Statistics (BLS) Current Population Survey (CPS). In comparison, the Relevant Civilian Labor Force (RCLF) is the CLF data that are directly comparable (or relevant) to the occupational population being considered in the federal workforce. For purposes of this report, which provides Agency data at the national level, the CLF benchmarks are used.

Please Note: Snapshots 1-7 have been uploaded to FEDSEP as an attachment.

Permanent Workforce (excluding temporary employees)

The permanent employee workforce identified in Snapshot 2 reflects an area where the EPA can undertake a wide-range of barrier analyses to identify triggers and potential barriers and develop and execute plans to eliminate any identified barriers. EPA's temporary employee workforce does not comprise a significant portion of its total workforce; therefore, an examination of EEO data relating to these employees may not assist the Agency in identifying any meaningful disparities resulting from barriers to equal opportunity. It is recognized that temporary employees will not experience the same career progression as the permanent workforce, and certain data, such as promotion rates, may not be relevant to temporary employees.

Interpretation of Snapshot 2 exhibiting the EPA permanent workforce will provide a diagnostic tool to focus on meaningful disparities and areas where potential barriers may exist and may require closer attention. (See Appendices for FY17 Table A-1.) The EEOC and OPM provided further guidance in FY17 that instructed all federal agencies to conduct a root cause analysis of their Hispanic workforce. Although there may be less than expected rates of participation for other demographics, the EPA focused its efforts this year in conducting barrier analysis for Hispanic males and females.

Participation by Grade Level

Snapshot 3 highlights the 3rd Quarter FY17 full-time/part-time permanent workforce participation rates at each grouped grade level compared to EPA gender participation rates. The EPA workforce participation rates at the GS 1-8 level is 3.49%, of which 71.5% are female. The EPA workforce participation rates at the GS 9-12 level is 19.00%, of which 58.0% are female. Notably,

female participation rates are higher than male participation rates at the lower grade levels (), toward the SES level. (See Appendices for Table A4-1.)

When comparing participation rates for RNO groups at mid and senior grade levels (GS 9 – SES) to their participation rates in the EPA permanent workforce, the Agency identified groups with less than anticipated participation rates. Snapshot 4 identifies low participation rates by RNO and gender in grades GS-09 to SES. (See Appendices for Table A-1 and A-4-1.)

The Agency further analyzed the less than expected participation rates represented by the permanent EPA workforce of the following seven EPA Mission Critical Occupations (MCO): Environmental Protection Specialist (0028), Miscellaneous Administrative and Program Specialist (0301), Management/Program Analyst (0343), General Biological Science (0401), Environmental Engineer (0819), General Attorney (0905), and Physical/Environmental Scientist (1301). These seven MCOs represent 67.38% of EPA's full-time/part-time permanent workforce (14,869). For this report, the Agency will use MCO to represent the seven major occupations referenced in previous reports. (See Appendices for Table A-6.)

Applicant Flow Data

Although GS 0905 General Attorneys constitute one of EPA's MCOs, applicant flow data is captured using a separate internal method due to the excepted service selection process. Therefore, the EPA developed a pilot to collect and track applicant flow data for this occupation in accordance with EEOC guidance and expects to have its first available data in FY18.

The data in Snapshot 5 were used to analyze applicant flow data for EPA MCOs except for GS 0905 General Attorneys. In addition, the Agency applicant flow data source was used to analyze the less than expected rates of participation found within two occupations: Environmental Protection Specialist (0028) and the Environmental Engineer (0819). Since RNO is analyzed in the application flow data, selections from applicants who did not self-identify their RNO were not included. (See Appendices for Table A-7.)

Environmental Protection Specialist (0028)

The EPA received a total of 1,232 applications for the Environmental Protection Specialist positions in FY17. Of those applicants, 831, or 67.5%, voluntarily self-identified their RNO. In addition, there were 591, or 48.0%, applicants who self-identified and met the basic qualifications for the position. Of those who self-identified their RNO and qualified for the position, 57 were selected. Snapshot 6 shows a demographic breakdown of those individuals who voluntarily self-identified their RNO and sex and applied, qualified, and selected for the Environmental Protection Specialist positions. (See Appendices for Table A-7)

Hispanic Males and Two or More Races Females were qualified at a statistically lower rate than they applied. Hispanic Females, Black Females and Asian Males were selected at a significantly lower rate than their qualification rates. Regarding selections, there were no Native Hawaiian/Pacific Islander Males, American Indian/Alaska Native Males and Two or More Races Males and Females who were selected.

Environmental Engineer (0819)

The EPA received a total of 1,832 applications for the Environmental Engineer positions in FY17. Of those applicants, 1,373, or 74.9%, voluntarily self-identified their RNO. In addition, there were 1,093, or 59.7%, applicants who self-identified and met the basic qualifications for the position. Of those who self-identified their RNO and qualified for the position, 87 were selected.

Snapshot 7 shows a demographic breakdown of those individuals who voluntarily self-identified their RNO and sex and applied, qualified, and were selected for Environmental Engineer positions. (See Appendices for Table A-7.)

The selection rates for Hispanic Males, Black Females, and Asian Males was significantly lower than their Qualification rates. White Males self-identified at a rate significantly lower than their application rate, and Black Males were qualified at a rate significantly below their application rate. Additionally, Black Females, Asian Males, Native Hawaiian/Pacific Islander Females and Males, and Two or More Races Males were not selected. Overall, the rates of all Males who self-identified, were qualified and were selected was significantly lower than the CLF, while the rates for Females overall was higher than the CLF.

New Hires

The EPA had a total (permanent/temporary) of 876 new hires in FY17. Of the total, 691 (78.9%) were permanent new hires, 337 (48.8%) were Males, and 354 (51.2 %) were Females. There was a total of 185 temporary new hires, of which 108 (58.38%) were Males, and 77 (41.62%) were Females. (See Appendices for Table A-8.)

Of the 691 permanent new hires, 76 (11.0%) had a disability and 7(1.01%) had a targeted disability. Of the 185 temporary new hires, 16 (8.65%) had a disability and 2 (1.08%) had a targeted disability. EEOC has provided federal agencies an ongoing Federal benchmark of 12% for PWD and 2% for PWTD within the workforce. Snapshot 8 reflects the RNO and disability demographics of new hires that had rates lower than their CLF rates (e.g., Hispanic Males, and White Males and Females). (See Appendices for Table B-8.)

Separations

During FY17 and when compared to representation in the total permanent workforce, the voluntary separation rates were higher for the following demographics: White Males; Black Males and Females; Native Hawaiian/Pacific Islander Males; and American Indian/Alaska Native Males and Females. During FY17 and when compared to representation in the CLF, the involuntary separation rates were higher for the following demographics: White Males, Black Males and Females, and Two or More Races Males. The voluntary and involuntary separation rates for both PWD and PWTD during FY17 was higher than the representative CLF rates; a barrier analysis is needed to determine the root cause. (See Appendices for Table A-14 and B-14.)

EEOC FORM 715-01 PART F	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT		
Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017	

**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Acting Director Office of Civil Rights Tanya Lawrence am the

(Insert name above) (Insert official
title/series/grade above)

Principal EEO Director/Official for N/A

(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Signature of Agency Head or Agency Head Designee

Date

Signature of Principal EEO Director/Official

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

Date

EEOC FORM 715-01 PART G		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.					
Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017			
Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
The Agency Head was installed on <u>02/17/2017</u> . The EEO policy statement was issued on <u>03/31/2016</u> . Was the EEO policy statement issued within 6-9 of the installation of the Agency Head?			X		An updated EEO policy statement has not been issued. However, the 2016 policy remains in effect and is posted on OCR's website. https://www.epa.gov/ocr/2016-eeo-policy-statement
During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.			X		The 2016 policy remains in effect and is posted on OCR's website. https://www.epa.gov/ocr/2016-eeo-policy-statement
Are new employees provided a copy of the EEO policy statement during orientation?		X			
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?		X			
Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X			
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X			
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]		X			

Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017			
Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X			
resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X			The Agency recognizes employees, supervisors, managers, and units (e.g., the Susan E. Olive National Award for Exemplary Leadership in Equal Employment Opportunity).
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		X			
support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?		X			
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		X			
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X			
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?		X			
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X			
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X			
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.		X			Employees are informed through various trainings (i.e., New Employee, No FEAR Act, Supervisory Leadership Program) annually, biennial, ongoing.

Environmental Protection Agency	For period covering October 1, 2016 to September 30, 2017			
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	X			Employees are informed through various trainings (i.e., New Employee, No FEAR Act, Supervisory Leadership Program) annually, biennially, ongoing.
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	X			

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.					
Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017			
Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		X			
Are the duties and responsibilities of EEO officials clearly defined?		X			
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X			
If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?				X	
If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting				X	
If not, please describe how EEO program authority is delegated to subordinate reporting components.				X	
Compliance Indicator	The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X			The EEO Director relays EEO related guidance through the following vehicles: Chief of Staff, Office of General Counsel, Deputy Civil Rights Officials and Equal Employment Opportunity Officers (Regional).
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X			

Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017			
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections		X			
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as reorganizations and re-alignments?		X			
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]		X			
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure		X			Agency EEO principles are included in the Diversity and Inclusion Strategic Plan FYs 2017 - 2021 (See Appendices); for example, management and program accountability.
Compliance Indicator	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?			X		The Agency apportions its civil rights appropriations among the EEO office, the External Civil Rights Compliance Office (Title VI), and the 10 regional offices.
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X			
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently		X			
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X			
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X			
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X			

Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017			
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X			
Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	

Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems	X			
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X			
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X			
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X			
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?			X	
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X			
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X			
Is there sufficient funding to ensure that all employees have access to this training and information?		X		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:				
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X			
to provide religious accommodations?	X			
to provide disability accommodations in accordance with the agency's written procedures?	X			
in the EEO discrimination complaint process?	X			
to participate in ADR?	X			

Environmental Protection Agency	For period covering October 1, 2016 to September 30, 2017
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Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.						
Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017				
Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X				
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		X			The Agency engaged all program and regional offices in the annual self-assessment to help identify efforts to remove potential barriers from the workplace.	
Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?		X				
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?		X				
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		X				
Compliance Indicator	When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report	
Measures		Yes	No	N/A		
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X				

Environmental Protection Agency	For period covering October 1, 2016 to September 30, 2017			
Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?		X		
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		X		The Agency has had no disciplined/sanctioned individuals in FY17.
If so, cite number found to have discriminated and list penalty /disciplinary action				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X			
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.??	X			

Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.					
Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017			
Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		X			
When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?		X			
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X			
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X			
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X			
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X			
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X			
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		X			
Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Are all employees encouraged to use ADR?		X			ADR participation rates increased from 47% in FY16 to 56% in FY17, which is above the EEOC goal of 50%.
Is the participation of supervisors and managers in the ADR process required?		X			

Environmental Protection Agency	For period covering October 1, 2016 to September 30, 2017
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<p>Essential Element E: EFFICIENCY</p> <p>Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.</p>	
Environmental Protection Agency	For period covering October 1, 2016 to September 30, 2017

Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017			
Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X			
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?		X			
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?			X		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X			
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X			The Agency processed requests timely at a rate of 96.3% in FY17. A rate of over 90% has been maintained for over 6 years.
Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X			
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X			
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X			If the Agency receives a work product deemed of poor quality, it is not accepted and returned for rework.
If yes, briefly describe how:					

Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017			
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		X			
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X			
Compliance Indicator	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X			
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?			X		
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X			
Does the agency complete the investigations within the applicable prescribed time frame?			X		See Part H-5 for further details.
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X			
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X			
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X			
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X			
Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X			
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X			

Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017			
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X			
Does the agency ensure that the responsible management official directly involved in the dispute does not have settlement authority?		X			
Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the		X			
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102		X			
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X			
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X			
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X			
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X			
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X			
Compliance Indicator	The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO		X			
Does the agency discrimination complaint process ensure a neutral adjudication function?		X			
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X			

Environmental Protection Agency	For period covering October 1, 2016 to September 30, 2017
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<p>Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.</p>	
Environmental Protection Agency	For period covering October 1, 2016 to September 30, 2017

Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017			
Compliance Indicator	Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative		X			
Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		X			
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?		X			
Are procedures in place to promptly process other forms of ordered relief?		X			
Compliance Indicator	The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?				X	
If so, please identify the employees by title in the comments section, and state how performance is measured.					
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		X			
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.					
Have the involved employees received any formal training in EEO compliance?			X		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:					
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?		X			

Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X			
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?	X			
Compensatory Damages: The final agency decision and evidence of payment, if made?	X			
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?			X	
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X			
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X			
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).			X	
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X			
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X			
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.			X	
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X			

Footnotes:

1. See 29 C.F.R. § 1614.102.

2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation (10/20/00), Question 28

EEOC FORM 715-01 PART H-1		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:		Part G Compliance Indicator/Measure B.1.c. During this reporting period, did the EEO Director present to the head of the Agency, and other senior management officials, the "State of the Agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? The Agency's EEO State of the Agency was not conducted timely in FY17.	
OBJECTIVE:		To conduct an annual State of the Agency briefing with the Agency head or delegate and senior management officials in FY18.	
RESPONSIBLE OFFICIAL:		Office of the Administrator (AO)	
DATE OBJECTIVE INITIATED:		01/30/2018	
TARGET DATE FOR COMPLETION OF OBJECTIVE:		10/30/2018	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:			
The OCR will begin to draft a briefing, in consultation with OGC, covering the six essential elements and the status of the barrier analysis processes while preparing to submit the MD-715 to EEOC. TARGET DATE: 05/31/2018			
The OCR will deliver briefings in FY18 for Agency stakeholders: (e.g., Office of General Counsel (OGC), Civil Rights and Finance Law Office (CRFLO), Office of Administration and Resources Management (OARM), Office of Human Resources (OHR), Diversity, Recruitment, and Employee Services Division (DRES), Deputy Civil Rights Officials (DCROs)). TARGET DATE: 09/30/2018			
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			

EEOC FORM 715-01 PART H-2	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Part G Compliance Indicator C.4.a – Do the HR Director and the EEO Director meet regularly to assess whether personnel program, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 C.F.R. § 1614.102(a)(2)] The HR and EEO Directors did not conduct regular meetings in FY17.	
OBJECTIVE:	To ensure standing EEO/HR meetings occur a minimum of three times a year.	
RESPONSIBLE OFFICIAL:	Director, Office of Human Resources (OHR)	
DATE OBJECTIVE INITIATED:	01/30/2018	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	05/31/2018	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		
OCR and OHR will establish a regular meeting schedule within 30 days of this annual report.		
TARGET DATE: 05/31/2018		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
EEOC FORM 715-01 PART H-3	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Part G Compliance Indicator C.2.c.1 – Does the Agency post its procedures for processing requests for Personal Assistance Services (PAS) on its public website? [see 29 C.F.R. § 1614.203(d)(5)(v)] The Agency Personal Assistance Service procedures were not developed to post in FY17.	
OBJECTIVE:	To develop, implement and post publicly procedures for PAS.	
RESPONSIBLE OFFICIAL:	Director, Office of Civil Rights (OCR)	
DATE OBJECTIVE INITIATED:	01/30/2018	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	01/30/2019	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		
OCR and LER, in consultation and coordination with OGC, will develop a proposal for the EPA PAS.		
TARGET DATE: 03/30/2018		
OCR and LER, in consultation and coordination with OGC, will ensure all EPA stakeholder (i.e., EPA Unions) concerns are considered prior to finalizing the EPA PAS.		
TARGET DATE: 12/30/2018		

OCR will issue the EPA PAS to all employees and applicants; and post to the internal and external facing webpages.	
TARGET DATE: 01/30/2019	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
EEOC FORM 715-01 PART H-4	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Environmental Protection Agency	For period covering October 1, 2016 to September 30, 2017
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Part G Compliance Indicator D.1.c – Does the Agency conduct exit interviews or surveys that include questions on how the Agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 C.F.R. § 1614.203(d)(1)(iii)] Existing Agency exit interviews/surveys do not include recruitment, hiring, inclusion, retention and advancement improvement questions directly related to individuals with disabilities.
OBJECTIVE:	To create an additional mechanism to the exit interviews and surveys that will incorporate employment and career development improvement questions for individuals with disabilities.
RESPONSIBLE OFFICIAL:	Director, Office of Civil Rights (OCR), Director, Office of Human Resources (OHR), Director, Policy, Planning and Training Division (PPTD)
DATE OBJECTIVE INITIATED:	01/30/2018
TARGET DATE FOR COMPLETION OF OBJECTIVE:	01/30/2019
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	
OHR/PPTD will develop exit interview questions on how the agency could improve the recruitment, hiring, inclusion, and advancement of individuals with disabilities.	
TARGET DATE: 06/30/2018	
OHR/PPTD will provide a comprehensive plan of implementation for all exit interviews and surveys to all managers, supervisors, and employees.	
TARGET DATE: 06/30/2018	
OHR/PPTD will coordinate with OCR on a schedule to receive data that will contribute to Agency barrier analyses (e.g., individuals with disabilities).	
TARGET DATE: 06/30/2018	
OHR/PPTD will provide, to OCR, the raw data, a comprehensive analysis, and summary of exit interviews and survey results which will serve as a data sample for Agency barrier analysis by June each year.	
TARGET DATE: 09/30/2018	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

EEOC FORM 715-01 PART H-5	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Part G Compliance Indicator E.4.a.3 and E.4.a.4 (former Part G: Q-100) - Does the Agency have effective and accurate data collection systems in place to accurately collect, monitor, and analyze data including: recruitment activities; external and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status?	
OBJECTIVE:	To create processes that allow the Agency to document, share and evaluate the implementation and reporting of recruitment activities that increase participation rates for diverse applicant pools.	
RESPONSIBLE OFFICIAL:	Principal Deputy Assistant Administrator, Office of Administration & Resources Management (OARM), Director, Office of Civil Rights (OCR), Director, Office of Human Resources (OHR), Deputy Civil Rights Officials (DCROs)	
DATE OBJECTIVE INITIATED:	11/01/2013	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	12/31/2018	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		
OCR will collaborate with the OARM to identify an alternative method(s) or tool that will allow the Agency to examine the hiring processes in major occupations where lower-than-anticipated application, qualification, and selection rates are identified. [DISCONTINUED] TARGET DATE: 12/31/2018		
a. OCR will collaborate with the OARM and Shared Service Centers to assess whether EPA position descriptions accurately reflect the job duties of major occupations, including those where lower-than-anticipated application, qualification, and selection rates are identified. [COMPLETED] b. OCR will also collaborate with OHR to evaluate the effectiveness of OHR's strategic recruitment plan and guidance document and make necessary modifications. TARGET DATE: 12/31/2018		
OCR will collaborate with OHR to evaluate the data from the Management Hiring Satisfaction Survey to determine whether there are any procedural triggers associated with the development of vacancy announcements and outreach efforts. [DISCONTINUED] TARGET DATE: 12/31/2018		
OCR will collaborate with the Office of Enforcement and Compliance Assurance (OECA), OGC, OHR, to create a process to collect, retain, and analyze applicant flow data for Series 0905 Attorney positions. [DISCONTINUED] TARGET DATE: 12/31/2018		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

Activity 1 DISCONTINUED. The Agency experienced limited hiring opportunities overall in FY17 presenting a challenge for meeting Activity 1. The Agency will consider this planned activity when completing the future barrier analysis on Hispanic employment. Activity 2.a. COMPLETED. The Agency ensured that program offices reviewed their existing position descriptions respective to actual staffed positions (this included those with lower than anticipated rates of participation). The SSCs state that, in order for a position to be classified under a given occupational series, the SSC worked with the manager to ensure that the position description meets the requisite position standards prescribed by OPM. SSC states that the Agency is consistently updating position descriptions. Activity 2.b. The Agency implements a recruitment program that includes the use of tools such as: Federal Equal Opportunity Recruitment Program Plan Accomplishment Report (FEORP), Disabled Veterans Affirmative Action Program (DVAAP), Diversity and Inclusion Strategic Plan (DISP), Minority Serving Institutions (MSI), Pathways, Student volunteer opportunities posted on Career.gov and EPA.gov websites, Memorandum of Understanding (MOUs), and the EPA Talent Hub, which promotes and encourages employees to apply for temporary full-time detail assignments, part-time projects/special assignments, temporary promotions, SES rotations and other developmental assignments. Although the Agency determines applicant, qualification and separation flow by analyzing MD-715 workforce data tables, there are other systems to measure recruitment such as the Quarterly Diversity Dashboard Reports. OHR and OCR proffered the development of a resume database that will track applicant data related to Schedule A hiring authority, veterans and disabled veterans, schools recruited, as a path to evaluating the effectiveness of strategic recruitment plans and guidance. The development of this system is anticipated to have more than one outcome. The system data will provide a means to measure recruitment activities; deliver an automated searchable system for hiring managers and improve their awareness, access and response rates in the hiring process; and increase hiring rates among diverse applicants. This effort will create a data collection system that can assist in the evaluation of recruitment activities on major occupations, including those where lower-than- anticipated application, qualification, and selection rates are identified. The first phase of this project is set for second quarter FY18. Activity 3 (DISCONTINUED). The Agency experienced limitations in its overall resources in FY17 which presented challenges for meeting Activity 1 and 3. Therefore, the Agency will consider this planned activity when completing the future barrier analysis on Hispanic employment. Activity 4 (DISCONTINUED): In FY17, OGC was able to collect application and qualification rates for law clerks and new attorneys in FY17. However, OGC concluded that their data was insufficient when they identified an error in the self-reporting process resulting in inconclusive analysis. OGC, OECA, and all other offices that hire attorneys will focus on new data obtained in the next round of hiring to assess its selection rates. Therefore, the Agency will consider this planned activity when completing the future mandated barrier analysis on Hispanic employment. The Agency will remove Activity 1, 3 and 4 from this Part H-11 and refocus its effort within the Hispanic employment barrier analysis Part H-5. Therefore, this Part H will only continue tracking activities.

EEOC FORM 715-01 PART H-6	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Environmental Protection Agency		For period covering October 1, 2016 to September 30, 2017
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Part G Compliance Indicator E.1.f - Does the Agency timely complete investigations, pursuant to 29 CFR §1614.108? Part G Compliance Indicator E.1.h (former Part G: Q. 119) - When the complainant does not request a hearing, does the Agency timely issue the final Agency decision, pursuant to 29 CFR §1614.110(b)? All of the Agency investigations and Final Agency Decisions (FADs) were not timely issued in FY17.	
OBJECTIVE:	To ensure the EPA completes timely investigations and issues timely and legally sufficient Final Agency Decisions.	
RESPONSIBLE OFFICIAL:	Director, Office of Civil Rights (OCR); Assistant Director, Employment Complaints Resolution Staff (ECRS), OCR	
DATE OBJECTIVE INITIATED:	03/01/2011	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2018	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		
Staffing of the OCR Attorney-Advisor positions places priority on issuing a minimum of 60% of the FADs within the required timeframe.		
TARGET DATE: 06/30/2018		
Employment Complaints Resolution Staff (ECRS) will continue to utilize the newly created FAD Management Plan to assess the docket.		
TARGET DATE: 06/30/2018		

ECRS will utilize its Inter-Agency Agreements and Contractors to strategically reduce its active docket on a continual basis.

TARGET DATE: 06/30/2018

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Activity 1: In FY17, OCR conducted preliminary activities to review key practices in preparation for a LEAN Kaizen event in FY18. For example, OCR conducted a LEAN Kaizen event for investigations and identified opportunities to frame accepted claims so that investigations and FADs focus on core issues and are completed within timely, acceptable timeframes. MODIFICATION to Activity 1: OCR, along with OGC, will reduce the time to draft and review FADs by implementing a LEAN Management System project that evaluates each step of the FAD Activity 2: OCR discontinued its use of the FAD management plan in FY17. In FY17, OCR and OGC jointly developed FAD templates or models to achieve consistency and efficiency in the drafting of FADs. As a result, the Agency reduced the overall docket by approximately 40% before September 30, 2017. Note: By the date of this report, the Agency eliminated the overall docket of untimely FADs. MODIFICATION to Activity 2: OCR and OGC jointly developed and implemented a plan to resolve the docket of untimely FADs, using volunteers from within EPA to draft and review FADs on an expedited schedule. Activity 3: In FY17, OCR stopped using external parties to draft FADs, and used EPA employees to draft FADs. MODIFICATION to Activity 3: ECRS will utilize EPA employees to draft FADs and strategically reduce its active docket in FY18. It is anticipated that the above activities will be completed when the Agency reports the results of the implementation of the LEAN project for the FAD development and review project in the FY18 MD-715 report.

**EEOC FORM
715-01
PART H-7**

U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Environmental Protection Agency

For period covering October 1, 2016 to September 30, 2017

STATEMENT of
MODEL PROGRAM
ESSENTIAL ELEMENT
DEFICIENCY:

The Agency will conduct a thorough barrier analysis of Hispanics in the EPA Workforce. This action item resulted from an EEOC/OPM 2017 mandate for all federal agencies to conduct barrier analysis on Hispanics.

OBJECTIVE:

Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce, the Agency will analyze data for Hispanic/Latino employees and applicants, to identify possible triggers and barriers related to retention and upward mobility (where there is a less than anticipated participation rate for Hispanic/Latino employees) for GS-12 through the Senior Executive Service (SES) level.

RESPONSIBLE OFFICIAL:

Acting Assistant Administrator, Office of Administration & Resource Management (OARM)

DATE OBJECTIVE INITIATED:

01/18/2017

TARGET DATE FOR
COMPLETION OF OBJECTIVE:

09/30/2018

PLANNED ACTIVITIES TOWARD
COMPLETION OF OBJECTIVE:

OCR, along with OARM and Shared Service Centers will implement a strategy to address a more focused barrier analysis related to Hispanic employment. (Pursuant the joint OPM and EEOC Hispanic Council on Federal Employment (HCFE) Memo. [COMPLETED])

TARGET DATE: 01/31/2018

OCR, OARM, OHR, DRES D and the Shared Service Centers will conduct a barrier analysis on the employment life cycle for Hispanics that may include the following critical elements.

- a. Identify triggers and potential barriers to the employment in the EPA workforce at the GS-12 through the SES levels.
- b. Focused EPA outreach events.
- c. Applicant flow based on recruitment efforts showing the representation at each stage of the recruitment/hiring process compared to the overall Agency applicant flow.
- d. Hiring/selections at the GS-12 through the SES level compared to the corresponding CLF and Agency benchmarks.
- e. Promotions and separations (voluntary and involuntary) compared to overall promotions/separations.
- f. Career tracks that lead to the SES within the Agency; as well, representation at the GS-12 through SES in the career tracks as predominantly leading to SES.
- g. The EPA leadership development programs compared to overall employee participation.
- h. Federal Employment Viewpoint Survey by demographics to determine where further investigation is required. [COMPLETED]

TARGET DATE: 11/30/2017

OCR, OARM, OHR, DRES D and the Shared Service Centers will determine new strategies to strengthen pipelines and improve retention and upward mobility for Hispanic employees (e.g., a narrative on targeted outreach, internships, mentoring, rotational assignments, awards/recognitions, and leadership accountability measures).

TARGET DATE: 09/30/2018

OCR, OARM, OHR, and DRES D, will develop a summary of best practices that resulted in the success or improvement in Hispanic employment, retention programs, and promotion opportunities.

TARGET DATE: 09/30/2018

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Activity No. 1: OCR developed a strategy to present to Agency partners a proposed integrated framework for executing the EEOC planned activity #2 specifying a barrier analysis for Hispanics. This plan leverages the unique functions of the following offices: OARM, OHR, DRES D, Training Branch and Shared Service Centers. These are the program offices that maintain access of the required data, processes, procedures, and/or programs that assist in the coordinated implementation of analysis. In addition, the OCR engaged contract support from a third party to assist in development of this process. The plan incorporated the use of EEOC's Hispanic Barrier Analysis Guide to explore each area of the employment life cycle (e.g., recruitment/outreach, hiring, training and career development, promotions/awards, separations). The plan also utilized other sources such as: a) input from EPA's 23 Regions and AAships; b) the FEORP; and, c) the Employee Viewpoint Survey. The plan's objective was to create a path forward in developing effective strategies that strengthen pipelines, improve retention and upward mobility for Hispanics; as well, identify best practices resulting in success or improvement in Hispanic employment, retention and promotions. Activity No. 2. OCR continued a barrier-analysis process in FY 17 to identify potential triggers for Hispanics in all phases of the employment life cycle. A Part I EEO Plan to Eliminate Identified Barriers was created for this report identifying the Statement of Condition that was a trigger for a potential barrier.

EEOC FORM 715-01 PART I-1	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Environmental Protection Agency	For period covering October 1, 2016 to September 30, 2017	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Part I-3: Senior GradesData comparisons between the respective feeder pools (one grade below the grade being analyzed) and application, qualification, and selection rates revealed instances of lower-than-expected application, qualification and/or selection rates.</p>	

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

The EPA reviewed the statistical data associated with internal selections for senior level positions (Table A-11) and the application, qualification, and selection rates for general schedule grades by race/national origin and sex (Table A-4), which is a proxy for the relevant application pool and is used for purposes of this report only. Examples of triggers are provided below in each personnel transaction section.

Application

For the senior grades, the EPA identified application rate triggers by comparing the application, qualification, and selection rate of the respective populations at the next lower grade (e.g. the feeder pool for GS-13 Hispanic Females is their overall representation at the GS-12 level) (Table A4-1) and application rates (Table A-11) of the respective populations.

The following chart details the specific RNO and gender groups that applied for senior grade positions at rates lower than their representation in the relevant feeder pool.

Table A-11:

Application Rates for Senior Grade Positions Significantly Below Benchmarks

(All Part I data snapshots can be located in the miscellaneous attachment called Snapshot I.)

The EPA will examine whether barriers to equal employment opportunity exist using these triggers. The EPA will assess whether there are Agency policies, practices or procedures that may cause certain RNO and gender groups to apply for senior grade positions at rates that are less than anticipated. The EPA has planned activities, which are detailed below, to identify potential causes of these triggers. After the planned activities are completed, the EPA will evaluate the impact on the triggers noted above.

Qualification

For the senior grades, the EPA identified qualification rate triggers by comparing application and qualification rates (Table A-11) of the respective populations.

The following chart details the specific RNO and gender groups that were found qualified at levels below their respective application rates:

Table A-11: Qualification Rates for Senior Grade Positions Significantly Below Benchmarks. (All Part I data snapshots can be located in the miscellaneous attachment called Snapshot I.)

The EPA will examine whether barriers to equal employment opportunities exist using these triggers. The EPA will further assess whether there are Agency policies, practices, or procedures that may cause certain RNO and gender groups to be qualified for Senior Grade positions at rates that are less than anticipated. The EPA has planned activities, which are detailed below, to identify a potential cause of these triggers. After the planned activities are completed, the EPA will evaluate the impact on the triggers noted above.

Selection

For the senior grades, the EPA identified selection rate triggers by comparing application and qualification rates (Table A-11) of the respective populations.

Asian Males at the GS-13 level were the only RNO and gender group who were selected at a rate that was statistically below their respective qualification rate. However, it should be noted that all RNO and gender groups were selected at levels below their qualification rates even though the differences were not statistically significant: Hispanic Male; Hispanic Female; White Male; White Female; Black Male; Black Female; Asian Female; Native Hawaiian/Pacific

	<p>Islander Males; Native Hawaiian/Pacific Islander Females; American Indian/Alaska Native Male; American Indian/Alaska Native Female; Two or More Races Male; and Two or More Races Female.</p> <p>The EPA will examine whether barriers to equal employment opportunities exist using these triggers. The EPA will assess whether there are Agency policies, practices or procedures that may cause certain RNO and gender groups to be selected for senior grade positions at rates that are less than anticipated. The EPA has planned several activities, which are detailed below, to identify a potential cause of these triggers. After the planned activities are completed, the EPA will evaluate the impact on the triggers noted above.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The EPA has not identified a barrier in FY17 but continues an ongoing process of analysis to identify root causes for the stated triggers. Objective: The EPA annually evaluates impact of a specific Agency policy, practice, or procedure which may cause any of the identified lower than expected application, qualification, and selection rates in the multi-year trends described. In FY17, the EPA implemented several initiatives to foster a work environment that nurtures and advances the talents, drive, and interests of employees. These initiatives are also being used to determine what may have caused the less than anticipated application, qualification, and selection rates. The EPA's application, qualification, and selection rates suggest that it should examine: 1) its solicitation and career development policies, practices and procedures for the GS-13 level to determine whether any Agency policy, practice or procedure is causing less than anticipated application rates for certain RNO and gender groups; 2) its qualification policies and practices for the GS-13 level to determine whether any Agency policy, practice or procedure is causing less than anticipated qualification rates for certain RNO and gender groups; and 3) its selection policies and practices for the GS-12, GS-13, GS-14, and GS-15 levels to determine whether any Agency policy, practice, or procedure is causing less than anticipated selection rates for certain RNO and gender groups. To identify potential barriers, the EPA will analyze the application, qualification and selection policies and practices associated with the identified less than anticipated application, qualification and selection rates for GS-12 through GS-15 levels.</p>

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		The EPA annually evaluates impact of a specific Agency policy, practice, or procedure which may cause any of the identified lower than expected application, qualification, and selection rates in the multi-year trends described. In FY17, the EPA implemented several initiatives to foster a work environment that nurtures and advances the talents, drive, and interests of employees. These initiatives are also being used to determine what may have caused the less than anticipated application, qualification, and selection rates. The EPA's application, qualification, and selection rates suggest that it should examine: 1) its solicitation and career development policies, practices and procedures for the GS-13 level to determine whether any Agency policy, practice or procedure is causing less than anticipated application rates for certain RNO and gender groups; 2) its qualification policies and practices for the GS-13 level to determine whether any Agency policy, practice or procedure is causing less than anticipated qualification rates for certain RNO and gender groups; and 3) its selection policies and practices for the GS-12, GS-13, GS-14, and GS-15 levels to determine whether any Agency policy, practice, or procedure is causing less than anticipated selection rates for certain RNO and gender groups. To identify potential barriers, the EPA will analyze the application, qualification and selection policies and practices associated with the identified less than anticipated application, qualification and selection rates for GS-12 through GS-15 levels.
RESPONSIBLE OFFICIAL:		Acting Assistant Administrator, Office of Administration and Resources Management, Director, Office of Human Resources, Director, Office of Civil Rights, Deputy Civil Rights Officials
DATE OBJECTIVE INITIATED:		02/15/2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:		09/28/2018
EEOC FORM 715-01 PART I-1	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
1. OCR will collaborate with OARM to create a tool or process to collect relevant applicant pool data.		09/28/2018
2. OHR will coordinate and collaborate with OCR to evaluate the data from the examination of the hiring process to determine whether there are any procedural barriers associated with the development of vacancy announcements and outreach efforts.		09/28/2018
3. OCR will collaborate with OARM to create a tool or process to assess effectiveness of career development activities.		09/28/2018
4. OCR will collaborate with OARM to create a tool or process to evaluate the distribution of awards.		09/28/2018
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
Planned activities are relative to the investigative process. The accomplishments below are numbered to correspond with the planned activity. Activity No. 1. OCR's efforts to examine hiring processes will continue with the assistance of OHR and SSC. The planned activity was amended and extended.		

Activity No 3. OARM continued its effort to launch the new learning management system in FY17 which will increase tracking of activities related to EPA employee career development. In FY17 due to many reshaping and organizational changes this planned activity was extended to FY18. OCR and DRESO will continue to provide guidance to OARM on this initiative.

Activity No 2. OHR/DRESO, SSC, along with OCR, will consider alternatives to developing an internal hiring process survey. The Agency will consider the use of OPM's Federal-wide hiring survey broken down by Agency, to conduct quarterly analysis on the hiring process.

Activity No 4. This planned activity was captured within the umbrella of identifying strategies that will mitigate unconscious bias. OHR, along with OCR, developed several areas to implement strategies that will mitigate unconscious bias, which included EPA processes in deciding awards recipients. The proposal included evaluation of the OARM National Honor Awards process as the first pilot. In FY17, the workgroup was informed that due to the timing of the award process, the workgroup would not have a key component of the process to analyze – standard applicant criteria and selection. Nominees had already been selected and tracking of the nominees, qualifications and selections at the program office level had not been collected. Therefore, the workgroup will consider other alternatives.

**EEOC FORM
715-01
PART I-2**

**U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL
EEO PROGRAM STATUS REPORT**

Environmental Protection Agency

For period covering October 1, 2016 to September 30, 2017

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

Part I-4: Senior Executive Service (SES) The Agency has not acquired detailed information on internal applicants to SES vacancies to conduct a comprehensive analysis of the SES workforce. The Agency collected the FY17 workforce application, qualification, and selection rates for the SES, which are graphically represented below. (All Part I data snapshots can be located in the miscellaneous attachment called Snapshot I.)

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

The Agency must collect and analyze detailed information on internal applicants to SES vacancies before it can determine whether any policy, practice or procedure has caused the application, qualification, and selection rates illustrated above for the SES workforce data. The EPA has planned several activities to promote our examination of internal SES data, which are detailed below.

STATEMENT OF IDENTIFIED BARRIER:

Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.

The EPA has not identified a barrier in FY17 but continues an ongoing process of analysis to identify root causes for the stated triggers.

OBJECTIVE:

State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.

The EPA will continue to collect and analyze more detailed information on internal applicants to SES vacancies in FY18. Without that information, the EPA cannot identify a specific hiring or promotion process policy, practice, or procedure that may be impacting the representation of any group in the SES. To identify triggers and potential barriers, the EPA will continue its efforts to enhance its automated data capture capabilities for internal SES hires.

RESPONSIBLE OFFICIAL:

Acting Assistant Administrator, Office of Administration and Resources Management, Director, Office of Civil Rights, Director, Office of Human Resources, Deputy Civil Rights Officials

DATE OBJECTIVE INITIATED:

10/01/2013

TARGET DATE FOR COMPLETION OF OBJECTIVE:

12/30/2018

EEOC FORM 715-01 PART I-2	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
1. OCR will collaborate with OARM to develop a process for collecting and analyzing more detailed information on internal applicants to SES vacancies in accordance with the requirements of MD-715. REMOVED	12/31/2018	
2. OCR will collaborate with OHR to collect and analyze applicant flow data for internal applicants for SES vacancies. REMOVED	12/31/2018	
3. OHR will launch a learning management system to track Agency employees' participation in career development activities, including trainings, details, and e-learning, to determine whether participation in such programs impacts the probability that individuals will apply for and qualify for senior grade positions. COMPLETED	11/30/2018	
4. OHR will ensure full implementation of the new learning management system.	12/31/2018	
5. OHR will create a tool or process to assess effectiveness of career development activities in the learning management system. REMOVED	12/31/2018	
6. OHR/Executive Resources Division (ERD), will provide ongoing training to Agency employees interested in applying to the SES. This will include panel discussions with current Agency SES managers to develop those in the feeder pool. REMOVED	09/29/2017	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
Planned activities are relative to the investigative process. The accomplishments below are numbered to correspond with the planned activity. Activity No 1. Development of a process for collecting and analyzing more detailed information on internal applicants to SES vacancies was deferred considering the Agency's continued organizational reshaping efforts and review of resources. (REMOVED)		
Activity No 2. Efforts to collect and analyze applicant flow data for internal applicants for SES vacancies were deferred considering the Agency's continued organizational reshaping efforts and review of resources. (REMOVED)		
Activity No 4. Implementation of the new learning management system known as FED Talent is in its final phase of deployment in calendar year 2018.		

Activity No 6. Ongoing training workshops such as Individual Development Planning facilitated by the EPA Training Branch were provided to Agency employees interested in applying to the SES. The Training Branch delivered multiple sessions for employees interested in advancing their careers to the Senior Grades. OHR and OCR management partnered to deliver a session on the EPA's Diversity and Inclusion strategies and challenges to a group of 25 participants in the EPA's 2015 SES Candidate Development Program. Leveraging Diversity is one of the Agency's priority competencies for executives. As the Agency continues to implement its organizational reshaping to include its workforce, ERD will reassess resources and plans to assist in the development of qualified internal applicants to senior grades, including SES.
(REMOVED)

Activity No 3. Internal EPA Coaches delivered individual career and leadership coaching for approximately 100 employees and managers across the Agency, averaging 8 to 10 hours of one-on-one coaching per employee. The Training Branch delivered "SES 101" and "Using the CCAR Model for Career Development" for over 100 employees in the Emerging Leaders Network, Hispanic Employment Managers and Presidential Management Fellows groups. In conjunction with the Presidential Management Fellows, the OHR delivered a Leadership Advantage Training pilot where 50 employees participated. The pilot included a series of 10 lunch 'n learn workshops on SES (ECQ) competencies facilitated by the participants themselves. The Training Branch also delivered multiple Individual Development Planning workshops for employees interested in advancing their careers. For the last two years, the Agency has participated in an inter-agency training program for senior managers aimed at opportunities for the SES. Internal applicants for the FY18 Career Development Program administered via the Department of Interior were selected in FY17. Of the 25 candidates, 16 are EPA employees at the GS 14-15 ranks. Eleven of the EPA participants are female, and five are male.

Activity No. 5. Although FED Talent has yet to be officially launched, the EPA established a process to assess effectiveness of career development activities within existing tools such as Talent Hub. Talent Hub, a one-stop shop for opportunities, was developed for assessing the effectiveness of career opportunities for employees to the Senior Executive Service. Employee participation includes GS-7 – GS-15 and SES. Implementation for this module is expected in FY18. The Agency will develop a similar system for the FED Talent.
(REMOVED)

EEOC FORM 715-01 PART I-3	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Environmental Protection Agency	For period covering October 1, 2016 to September 30, 2017	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Part I-5: Lower Than Expected Rates of Participation for Hispanics</p> <p>In FY17, and consistent with the last two (2) years, Hispanics participated at lower than expected rates in various workforce employment areas when compared to their appropriate comparators to include the Civilian Labor Force and Agency?s permanent workforce.</p>	

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

The EPA has not identified any barriers and is still conducting root cause analysis. The Agency workforce EEO Tables were reviewed against the relevant comparators indicating the following triggers that require further investigation. Expected representation rates for Hispanic Males and Females in the EPA's total workforce (which includes permanent/temporary) were lower for the past four fiscal years compared to their expected rates in the CLF. These results are also consistent in the separate analysis of the EPA's permanent workforce and temporary workforce. Table A-1 Total Agency Workforce is included below and provides data on the representation rates for this population for FY14 through FY17.

Table A-1: Total Agency Workforce, Permanent and Temporary, for FY14-FY17. (All Part I data snapshots can be located in the miscellaneous attachment called Snapshot I.)

The percent of Hispanic Males is significantly lower in 15 EPA program offices and regions compared to the CLF. The percent of Hispanic Females is significantly lower in 8 program offices and regions compared to the CLF. See: Table A-2 Total Permanent Workforce by Component. Hispanic Males have significantly lower representation in occupational categories at the Other - Officials and Managers and Administrative Support Workers categories when compared to the Agency's total permanent workforce. Hispanic Females have significantly lower representation in the Executive and Senior levels (GS 15 and above) when compared to the Agency's total permanent workforce. See: Table A-3 Occupational Categories.

There are significantly fewer Hispanic Males in the GS-8 grade level compared to their representation in the EPA permanent workforce. There are significantly fewer Hispanic Females in the GS-14 and GS-15 grade level compared to their representation in the EPA permanent workforce. There are other grade levels, including the SES level, that indicate participation at a percentage lower than its representation in the permanent workforce, but there is no statistical significance. See: Table A4-1 Participation Rates by GS-Grade Level

Table A4-1: Participation Rates for GS Grade Level by Race and Sex (FY15- 17). (All Part I data snapshots can be located in the miscellaneous attachment called Snapshot I.)

The number of EPA employees in wage grade positions (permanent or temporary) is too small for this analysis. See: Table A5-1 Participation Rates for Wage Grades (permanent and temporary).

Hispanic Males and Females participated in most mission critical occupations at rates above the Occupational CLF rate. However, for the General Administrative occupation, Series 0301, participation rates for both Hispanic Males and Hispanic Females were lower than the Occupational CLF. Additionally, in the Management Analysis occupation, Series 0343, and the Biologist occupation, Series 0401, the participation rate for Hispanic Males was below the Occupational CLF. See: Table A6 Participation by Major Occupation (MCO).

Applicant and Hires snapshot data indicate that Hispanic Males and Females who applied and voluntarily identified did so at rates higher than their representation in the CLF for all MCOs. However, the percentages of qualified Hispanic Males were significantly less than those who voluntarily self-identified for two MCOs – 0028 Environmental Protection

	<p>Specialist and 0401 Biologist. Hispanic Males were selected at rates significantly less than their qualifications rates in one MCO – 0819 Environmental Engineer. Additionally, Hispanic Females qualified at rates significantly less than the percentage of those who voluntarily self-identified for one MCO – 0301 Miscellaneous Administration and Program Specialist. See: Table A7 Applicants and Hires for Major Occupations.</p> <p>When considering upward mobility to management positions, the percentage of Hispanic Males newly hired in FY17 for permanent positions and for the overall EPA workforce were both significantly lower than their representations in the CLF. Hispanic Females newly hired in FY17 into temporary positions was also lower than their representation in the CLF. New hires were not compared to Qualified External Applicants (voluntary applicant pool) for this analysis. See: Table A8 New Hires by Type of Appointment.</p> <p>In FY17, Hispanic Males qualified for internal competitive promotions at rates significantly lower than expected compared to the respective percentage of internal applicants in one major occupation – 0343 Management/ Program Analyst. Hispanic Females applied for internal competitive promotions at rates significantly lower than those in the respective relevant applicant pool in one MCO - 0819 Environmental Engineer. See: Table A9 Selections for Internal Competitive Promotions for Major Occupations.</p> <p>Internal applications for promotion to senior-level GS-13 and GS-14 positions, were received at rates significantly lower than the relevant applicant pool for both Hispanic Males and Females. Compared to those who applied for GS-14 positions, there are significantly fewer qualified Hispanic Females. However, there were no significant differences for either Hispanic Males or Females for those selected compared to those who are qualified for GS-13, GS 14, and GS-15 promotions. See: Table A11 Internal Selections for Senior Level Positions.</p> <p>Although employee training is encouraged and available through a variety of programs offered to all employees, tracking of applicants in each developmental channel – internships, fellowships, mentoring, coaching, training, details and other career development programs – remains decentralized and largely anecdotal. There is limited data available for career development. The Agency will continue its effort in formulating a process to track applicants and selectees for all career development programs.</p> <p>Hispanic Males, on average, received fewer hours than the rest of the EPA workforce that received time-off awards in excess of 9 hours. See: Table A13 Employee Recognition and Awards.</p> <p>There were no significant findings in the types of separations for Hispanic Males or Females. The primary separation type for Hispanic Males and Females was voluntary retirement, while resignation was the second most frequent cause. When reviewing data from the EPA Viewpoint Survey, Hispanics participate at lower rates in the Agency's overall total and permanent workforce when compared to their representation in the CLF.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The EPA has not identified a barrier in FY17 but continues an ongoing process of analysis to identify root causes for the stated triggers.</p>

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		The EPA continues to evaluate whether any specific Agency policy, practice, or procedure is causing any of the identified lower than expected participation rates for Hispanics.	
RESPONSIBLE OFFICIAL:		Acting Assistant Administrator, Office of Administration & Resources Management, Director, Office of Human Resources, Director, Office of Civil Rights, Deputy Civil Rights Officials	
DATE OBJECTIVE INITIATED:		02/15/2011	
TARGET DATE FOR COMPLETION OF OBJECTIVE:		09/30/2018	
EEOC FORM 715-01 PART I-3		EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)	
3. OCR will collaborate with OHR to evaluate the effectiveness of its strategic recruitment plan and guidance document and make necessary modifications or changes.		09/30/2018	
2. OCR will collaborate with the OARM and SSCs to assess whether EPA position descriptions accurately reflect the job duties of major occupations where lower-than-anticipated application, qualification, and selection rates are identified.		09/30/2018	
4. OHR will coordinate and collaborate with OCR to evaluate the data from the identified alternative method(s) or tool(s) that will allow the Agency to examine its hiring process to determine whether there are any procedural barriers associated with the development of vacancy announcements and outreach efforts.		09/30/2018	
1. OCR will collaborate with OARM to identify an alternative method(s) or tool(s) that will allow the Agency to examine the hiring processes in major occupations where lower than anticipated application, qualification, and selection rates are identified.		09/30/2018	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			
Activity No 2. (Clarity to the Task Defined) The EPA's SSCs continue to update their archives of position descriptions including major occupations. OCR will collaborate with OARM to assess whether position descriptions accurately reflect the job duties of major occupations where lower than anticipated application, qualification, and selection rates are identified.			
Activity No 4. OCR collaborated with OGC to assess methods of collecting application, qualification, and selection rates by RNO for Attorney 0905 series. OGC to date has piloted two job announcements through USA Jobs, giving OCR the ability to successfully collect the application and qualification rates. OCR and OGC will continue to assess the reliability of this data collection method to meet the FY18 goal.			
Planned activities are relative to the investigative process. The accomplishments below are numbered to correspond with the planned activity. Activity No 1. OCR's efforts to examine the hiring processes in major occupations will continue. OCR examines the EPA hiring processes annually. In FY17, the following steps were included: <ul style="list-style-type: none"> Analyzed data to identify and determine which Regions had hired the most major occupation positions; Worked with the Regions and hiring officials to obtain hiring information. OCR's efforts to examine the hiring process continue; therefore, the planned activity was amended and extended.			
Activity No 3. OCR and OHR along with the SSC continued to draft and develop a management hiring survey that can be presented to senior management across the Agency. Several questions have been drafted. However, due to several office realignments, this activity has been placed on hold and an alternative method or tool for examining the hiring process is scheduled to be completed in FY18.			

EEOC FORM 715-01 PART I-4	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Environmental Protection Agency	For period covering October 1, 2016 to September 30, 2017	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Part I-2: Internal Competitive Promotions Data comparisons between the application, qualification, and selection rates for internal competitive promotions in Agency's seven major occupations revealed instances of lower than expected application, qualification, and/or selection rates.</p>	

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

The EPA reviewed the statistical data associated with internal competitive promotions (Table A-9) for employees in six of seven major occupations and the application, qualification, and selection rates for the seven major occupations - distribution by race/ethnicity and sex (Table A-6), which is a proxy for the relevant application pool rate and is used for purposes of this report only. In addition, the EPA conducted a four-year review that includes FY14 - FY17. Although the exhaustive list of triggers is provided in each personnel transaction section, certain triggers were highlighted for illustrative purposes.

The seven major occupations are:

1. 0028 Environmental Protection Specialist,
2. 0301 Miscellaneous Administrative and Program Specialist,
3. 0343 Management/Program Analyst,
4. 0401 General Biological Science (Research),
5. 0819 Environmental Engineer (Research),
6. 0905 General Attorney, and
7. 1301 Physical/Environmental Scientist (Research)

Although 0905 General Attorneys constitute one of the EPA's major occupations, RNO and gender data is not tracked due to the unique selection process for excepted service positions. The EPA is developing a process to collect this data in accordance with EEOC MD-715 guidance. In FY17, the OCR along with OGC collected preliminary data; however, the data was too limited for comprehensive analysis.

Application

For internal competitive promotions, the EPA identified application rate triggers by comparing the application, qualification, and selection rates of groups in major occupations by race, national origin, and sex (Table A-6) and application rates of the respective populations (Table A-9). The EPA recognizes that not every person in a major occupation may apply for an internal competitive promotion, but the EPA elected to use this as a proxy for the application rate for purposes of this report only.

- In FY17, overall application rate triggers decreased compared to FY16 for Hispanic Males and Females, Black Males and Females, Asian Females, Native Hawaiian/Pacific Islander Males and American Indian/Alaska Native Males.
- However, the application rates for White Males, White Females, and American Indian/ Alaska Native Females remained lower than anticipated. Specifically, for the third year, White Males had application rate triggers in three major occupational series: 0028 Environmental Protection Specialist; 0301 Misc. Administration & Program Specialist; 0401 General Biological Science (Research); 0819 Environmental Engineer; and 1301 Physical/Environmental Scientist.

During FY17, the following chart details the specific RNO and gender groups that applied for internal competitive promotions at rates lower than their representation in the relevant occupations:

Table A-9: Application Rates for Internal Competitive Promotions for Major Occupations Significantly Below Benchmarks. (All Part I data snapshots can be located in the miscellaneous attachment called Snapshot I.)

The EPA will examine whether barriers to equal employment

opportunity exist using the triggers. The EPA will analyze whether there are Agency policies, practices or procedures that may cause certain RNO and gender groups to apply for promotions in major occupations at rates that are less than anticipated. The EPA has planned activities, which are detailed below, to identify potential causes of the triggers. After the planned activities are completed, the EPA will evaluate the impact on the triggers noted above.

Qualification

For internal competitive promotions, the EPA identified qualification rate triggers by comparing the application and qualification rates (Table A-9) of the respective populations. In FY17, the qualification rate triggers increased as compared to FY16.

However, during FY17, there were no triggers for the following groups: White Males and Females; Black Males and Females; Asian Females, and NH/PI Males.

The following chart details the specific RNO and gender groups that were deemed qualified for major occupation positions at rates lower than their application rates:

Table A-9: Qualification Rates for Internal Competitive Promotions for Major Occupations Significantly Below Benchmarks. (All Part I data snapshots can be located in the miscellaneous attachment called Snapshot I.)

The EPA will examine whether barriers to equal employment opportunity exist using the triggers. The EPA will further determine whether there are Agency policies or practices that may cause certain race/national origin and sex groups to be deemed qualified at rates that are less than their application rate for major occupation internal promotions. The EPA has planned activities, which are detailed below, to identify potential causes of the triggers. After the planned activities are completed, the EPA will evaluate the impact on the triggers noted above.

Selection

For internal competitive promotions, the EPA identified selection rate triggers by comparing the qualification and selection rates (Table A-9) of the respective populations. In FY17, the selection rates of White Males were higher than their qualification rates in all major occupations except 0301 Miscellaneous Administration and Program Specialist, 0401 Biologists and 1301 Physical/Environmental Scientist. However, in FY16, White Males had selection rate higher than their qualification rates in three major occupations: 0028 Environmental Protection Specialist, 0343 Management/Program Specialist, and 0819 Environmental Engineer.

For the fourth year in a row, triggers associated with the selection rates lower than their qualification rates have existed for the following:

- Hispanic Males in major occupation 0819 Environmental Engineer;
- White Males in major occupation 0301 Miscellaneous Administration and Program Specialist;
- Black Males in major occupation 0301 Miscellaneous Administration and Program Specialist;
- Asian Males in major occupation 0343 Management/Program Analyst;
- Asian Females in major occupation 0401 General Biological Science; and
- American Indian Males in major occupations 0028

	<p>Environmental Protection Specialist and 0401 General Biological Science occupational series. (Source: Table A-6 and Table A-9) The following chart details the specific RNO and gender groups that are selected for major occupation positions during FY17 at rates lower than their qualification rates:</p> <p>Table A-9: Selection Rates for Internal Competitive Promotions for Major Occupations Significantly Below Benchmarks. (All Part I data snapshots can be located in the miscellaneous attachment called Snapshot I.) The EPA will examine whether barriers to equal employment opportunity exist using the triggers. The EPA will determine whether there are Agency policies or practices that may cause certain race/national origin and sex groups to be selected at rates that are less than their qualification rate for major occupation internal promotions. The EPA has planned activities, which are detailed below, to identify potential causes of the triggers. After the planned activities are completed, the EPA will evaluate the impact on the triggers noted above.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The EPA has not identified a barrier in FY17 but continues an ongoing process of analysis to identify root causes for the stated triggers.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>The EPA continues to evaluate whether any specific Agency policy, practice, or procedure is causing any of the identified lower than expected application, qualification, and selection rates. In FY17, The EPA implemented several initiatives to foster a work environment that nurtures and advances the talents, drive, and interests of all employees. These initiatives are also being used to determine what may have caused the less than anticipated application, qualification, and selection rates.</p> <p>Nonetheless, the EPA's application, qualification, and selection rates suggest that the Agency should closely examine: 1) its solicitation and career development policies, practices and procedures for the 0819 Environmental Engineer occupational series to determine whether any Agency policy, practice or procedure is causing certain race/national origin and gender groups less than anticipated application rates; 2) its qualification policies and practices for the 0028 Environmental Protection Specialist, 0819 Environmental Engineer, and 1301 Physical Scientist occupational series to determine whether any Agency policy, practice or procedure is causing certain race/national origin and gender groups less than anticipated qualification rates; and 3) its selection policies and practices for all major occupational series to determine whether any Agency policy, practice or procedure is causing certain race/national origin and gender groups less than anticipated selection rates for positions.</p> <p>The EPA will continue its analysis of the application, qualification and selection policies and practices associated with the above-identified lower-than-expected qualification and selection rates for several occupational series.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Acting Assistant Administrator, Office of Administration & Resources Management, Director, Office of Civil Rights, Director, Office of Human Resources, Deputy Civil Rights Officials</p>

DATE OBJECTIVE INITIATED:	02/15/2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2018

EEOC FORM 715-01 PART I-4	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
2. OCR will collaborate with the OARM to create a tool or process to collect relevant applicant pool data (Activity 2).		09/30/2016
4. OCR will collaborate with OARM to evaluate the effectiveness of its strategic recruitment plan and guidance document and make necessary modifications or changes. Amended to: DRESO will evaluate the effectiveness of the Agency's national strategic recruitment plan and guidance document to make necessary modifications or changes that will target less than expected application, qualification, and selection application, qualification, and selection rates (Activity 4).		09/30/2018
6. OCR will collaborate with OARM to create a tool to assess effectiveness of career development activities.		09/30/2018
1. OCR will collaborate with OARM to identify an alternative method(s) or tool(s) which allow the Agency to examine the hiring processes (internal promotions) in major occupations where lower-than-anticipated application, qualification, and selection rates are identified (Activity 1).		09/30/2018
3. OARM will regularly provide OCR with OPM data from quarterly management hiring satisfaction surveys to review against any potential barrier associated in the hiring process (Activity 3).		09/30/2018
5. OCR will collaborate and coordinate with Regions and Programs/Offices that employ series 0905 Attorneys to develop and implement a process to collect, retain, and analyze applicant flow data for series 0905 Attorney positions (Activity 5).		09/30/2018
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>Planned activities are relative to the investigative process. The accomplishments below are numbered to correspond with the planned activity.</p> <p>Activity No 1. OCRs efforts to examine the hiring processes in major occupations continued in FY17. Further tasks were achieved as follows:</p> <ul style="list-style-type: none"> • Analyzed data to identify Regions with the highest hiring (internal promotion) rates related to the EPA's major occupations; • Collaborated with Regions and most hiring officials to obtain hiring information; • Retrieved data to identify the series, grade and office of the new hires (internal promotions); • Reviewed and streamlined survey questions that were developed for the manager's survey; and • Collaborated with OARM and other offices to identify most recent hires. <p>Further collaboration is expected with OARM. OCR's efforts to examine the hiring process continues, therefore, the planned activity was amended and extended.</p>		
<p>Activity No 4. Because of several office realignments and changes in leadership, this activity continues as new leadership of the OHR and DRESO programs assess the Agency's needs, triggers and required direction. OCR and OHR will identify triggers that will lead to a potential barrier analysis.</p>		
<p>Activity No 3 OHR/DRESO and SSC will extend the activity period as ongoing. As an alternative to developing an internal hiring survey, the Agency will consider the use of OPM's Federal-wide hiring survey broken down by Agency to conduct quarterly analysis on the hiring process.</p>		

Activity No 5. The Agency assessed methods of collecting application, qualification, and selection rates by RNO for Attorney 0905 series. To date, two job announcements have been piloted through USAJobs, resulting in the ability to successfully collect the application and qualification rates. The Agency will continue to assess the reliability of this data collection method to meet the FY18 goal.

**EEOC FORM
715-01
PART I-5**

**U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL
EEO PROGRAM STATUS REPORT**

Environmental Protection Agency

For period covering October 1, 2016 to September 30, 2017

**STATEMENT OF CONDITION THAT WAS A TRIGGER FOR
A POTENTIAL BARRIER:**

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

Part I-1: Applicant and Hires for Major Occupations Analysis of the Agency?s applicant data flow (applicants, qualified, and selected) in certain major occupations and permanent versus temporary compared to the Civilian Labor Force (CLF) revealed instances of lower than expected rates of participation.

BARRIER ANALYSIS:

Provide a description of the steps taken and data analyzed to determine cause of the condition.

Applicant and Hires for Major Occupations (Table A-7)

The EPA reviewed the statistical data associated with new hires in Table A-7 for employees in six of seven major occupations compared to their CLF in FY17 along with identifying significant trends. Although the comprehensive list of FY17 RNO and sex groups with triggers is provided in the table below, selected trends are highlighted as primary illustrations.

The six major occupations reviewed are:

1. 0028 Environmental Protection Specialist,
2. 0301 Miscellaneous Administrative and Program Specialist,
3. 0343 Management/Program Analyst,
4. 0401 General Biological Science (Research),
5. 0819 Environmental Engineer (Research),
6. 1301 Physical/Environmental Scientist (Research).

Although 0905 General Attorneys constitutes the seventh EPA major occupation, RNO and sex data is not tracked using the same procedures due to the unique selection process for excepted service positions. The EPA has developed a new process to collect this data in accordance with EEOC MD-715 guidance. In FY's 16 and 17, data was collected; however, the data was too limited for a comprehensive analysis for this report.[1]

The following provides an analysis of the hiring process by race/ethnicity and sex and includes the following subsets: those who voluntarily self-identified; those who self-identified and qualified; and those who self-identified, qualified, and were selected. Based on gender, the EPA identified the following triggers (highlighted in yellow in Table A-7) by comparing the CLF and application rates of those who voluntarily self-identified.

For six of the seven major occupations at the EPA, the percent of males that voluntarily self-identified, qualified, and/or was selected is

- significantly less than their relevant benchmark. There was a lower than expected application, qualification, and selection rate for females that voluntarily self-identified and qualified for one major occupation – 0301.
- The percentages of qualified Hispanic or Latino males are significantly less than the percentages of those who voluntarily self-identified for two major occupations: 0028 and 0401. The percentage of selected Hispanic or Latino males is significantly less than the percentage of those who qualified for one major occupation – 0819. The percentage of qualified Hispanic or Latino females is significantly less than the percentage voluntarily self-identifying for one major occupation – 0301.
- The percentage of White male applicants that voluntarily self-identified is significantly less than the occupational CLF for all seven of the major occupations. The same is true for white females in four of the seven major occupations: 0301, 0343, 0401, and 1301.
- The percentage of qualified Black or African American males is significantly less than the percentage that voluntarily self-identified for one major occupation - 0819. The percentage of qualified Black or African American females is significantly less than the percentage of those voluntarily self-identified for major occupation 0301, and the percentage of Black or African American females selected is significantly less than the percentage qualified for major occupations 0401 and 0819.
- For Asian males, the percentage of applicants selected is

	<p>significantly less than the percentage qualified for two major occupations – 0819 and 1301. For Asian females, the percentage of applicants voluntarily self-identifying is significantly less than the occupational CLF for two major occupations: 0301 and 1301.</p> <ul style="list-style-type: none"> • For American Indian or Alaska Native males, the percentage of qualified applicants is significantly less than the percentage of applicants who voluntarily self-identified for two major occupations: 0401 and 0905. • The percentage of qualified males of two or more races is significantly less than the percentage that voluntarily self-identified for one major occupation - 0028. The same is also true for females of two or more races for major occupation 0401. <p>Table A-7: Applicants and Hires Significantly Below Benchmarks by Major Occupation (All Part I data snapshots can be located in the miscellaneous attachment called Snapshot I.)</p> <p>The EPA has not identified any specific barriers to equal employment opportunity at this time but continues its investigative process, including barrier analysis specific to Hispanics in FY17. The EPA has several activities, which are detailed within the planned activities below, to identify a potential cause of the triggers. After the planned activities are completed, the EPA will evaluate the impact on the triggers noted above.</p> <p>The EPA will use these triggers to examine whether barriers to equal employment opportunity exist. The EPA will further examine whether there are Agency policies, practices or procedures that may cause certain RNO and gender groups to be selected at rates less than anticipated for major occupation positions. The EPA has activities, which are detailed within the planned activities below, to identify a potential cause of the triggers. After the planned activities are completed, the EPA will evaluate the impact on the triggers noted above.</p> <p>[1] OCR and OHR will collaborate with the appropriate offices to create a process to collect, retain, and analyze applicant flow data for Series 0905 Attorney positions.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The EPA has not identified a barrier in FY17 but continues an ongoing process of analysis to identify root causes for the stated triggers.</p>

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		Although a direct barrier has not been identified, the EPA implemented activities over the last two years for the purposes of enhancing applicant flow for all groups that reflect less-than-anticipated application, qualification, and selection rates. These activities include the following: <ul style="list-style-type: none"> • Provided Agency-wide SEPM training related to diversity, inclusion and equal employment opportunities; redeveloped the EPA SEPM Guide; created a SEPM Orientation Training for all newly appointed SEPMs; and updated all Advisory Councils By-Laws to reflect OCR and DRESO commitments; • DRESO continually enhances its tools that will track centrally coordinated recruitment activities – recruitment calendar; and, • Incorporated the relevant CLF data into the Diversity Dashboard to increase the utilization of the Diversity Dashboard in developing and monitoring the effectiveness of targeted outreach strategies. The EPA's application, qualification, and selection rates suggest that the EPA should examine the selection process for major occupational series to determine whether any Agency policy, practice or procedure is causing lower than anticipated selection rates for certain RNO and gender groups. Additionally, the EPA will monitor retention of the existing workforce as the Agency continues with reshaping efforts and will eliminate, when possible, any identified barriers to equal opportunity.
RESPONSIBLE OFFICIAL:		Acting Assistant Administrator, Office of Administration & Resources Management, Director, Office of Human Resources, Director, Office of Civil Rights, Deputy Civil Rights Officials
DATE OBJECTIVE INITIATED:		02/15/2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:		09/30/2018
EEOC FORM 715-01 PART I-5	EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
1. OCR will collaborate with OARM to identify an alternative method(s) or tool(s) that will allow the Agency to examine the hiring processes in major occupations where lower than anticipated application, qualification, and selection rates are identified.		09/30/2018
3. DRESO will evaluate the effectiveness of the Agency's national strategic recruitment plan and guidance document to make necessary modifications or changes that will target less than expected application, qualification, and selection rates		09/30/2018
5. OCR will collaborate and coordinate with Regions and Programs/Offices that employ series 0905 Attorneys to develop and implement a process to collect, retain, and analyze applicant flow data for those positions.		09/30/2018
2. OCR will collaborate with the OARM and SSCs to assess whether EPA position descriptions accurately reflect the job duties of major occupations where lower-than-anticipated application, qualification, and selection rates are identified.		09/30/2018

4. OHR will coordinate and collaborate with OCR to evaluate the data from the identified alternative method(s) or tool(s) that will allow the Agency to examine its hiring process to determine whether there are any procedural barriers associated with the development of vacancy announcements and outreach efforts.	09/30/2018
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
Activity No 3. OCR and OHR along with the SSC continued to draft and develop a management hiring survey that can be presented to senior management across the Agency. Several questions have been drafted. However, due to several office realignments, this activity has been placed on hold, and an alternative method or tool for examining the hiring process is scheduled to be completed in FY18.	
<p>Planned activities are relative to the investigative process. The accomplishments below are numbered to correspond with the planned activity.</p> <p>Activity No 1. OCR's efforts to examine the hiring processes in major occupations will continue. OCR examines EPA hiring processes annually. In FY17, the following tasks were included:</p> <ul style="list-style-type: none"> • Analyzed data to identify and determine which Regions had hired the most major occupation positions; • Worked with the Regions and hiring officials to obtain hiring information; • Retrieved new hire data to identify the series, grade and office of the new hires; • Conducted an in-depth root cause analysis to determine Hispanic Males/Females application, qualification, and selection rate deficiencies; • Collaborated with OARM and other offices to identify most recent hires; • Collaborated with DRESA to provide a resume database to capture resumes of applicants with disabilities; • Provided Agency-wide SEPM training related to diversity, inclusion and equal employment opportunities; redeveloped the EPA SEPM Handbook; created a SEPM Orientation Training for all newly appointed SEPMs; and updated all Advisory Councils By-Laws to reflect OCR and DRESA commitments; • DRESA continually enhances its tools that will track centrally coordinated recruitment activities – recruitment calendar; and, • Incorporated the relevant CLF data into the Diversity Dashboard to increase the utilization of the Diversity Dashboard in developing and monitoring the effectiveness of targeted outreach strategies. <p>OCR's efforts to examine the hiring process continue; therefore, the planned activity was amended and extended</p>	
Activity No 2. (Clarity to the Task Defined) The EPA's SSCs continue to update their archives of position descriptions, including major occupations. OCR will collaborate with OARM to assess whether position descriptions accurately reflect the job duties of major occupations where lower than anticipated application, qualification, and selection rates are identified.	
Activity No 4. OCR collaborated with OGC to assess methods of collecting application, qualification, and selection rates by RNO for Attorney 0905 series. OGC to date has piloted two job announcements through USAJobs, giving OCR the ability to successfully collect the application and qualification rates. OCR and OGC will continue to assess the reliability of this data collection method to meet the FY18 goal.	

MD-715 – Part J

Special Program Plan

for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 C.F.R. § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and targeted disabilities in the federal government.

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWD)

Answer: No

b. Cluster GS-11 to SES (PWD)

Answer: Yes

In FY17, PWD in GS 1-10 Cluster of the permanent workforce participate at 15.49%, a higher rate than the expected 12% benchmark, indicating no trigger.
PWD in GS-11 to SES Cluster of the permanent workforce participate at 7.04%, a lower rate than the expected 12 % benchmark, indicating a trigger.

* For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWTD)

Answer: No

b. Cluster GS-11 to SES (PWTD)

Answer: Yes

In FY17, PWTD in GS 1-10 Cluster of the permanent workforce participate at 4.58% which is at a higher rate than the expected 2% benchmark, indicating no trigger.
PWTD in GS-11 to SES Cluster of the permanent workforce participate at 1.79% which is at a lower rate than the expected 2% benchmark, indicating a trigger.

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

The Agency utilizes the EEOC's 12% and 2% benchmarks for PWD and PTWD, respectively, as targets. To communicate these goals along with additional information on PWD/PWTD, the Agency encouraged Regions and Program Offices to include hiring and the use of Schedule A hiring authorities in their program level MD-715 planned activities. In addition, the Agency held a minimum of five (5) briefings/trainings of federal agency disability hiring tools (e.g., Schedule A, Workforce Recruitment Program (WRP), The ABCs of Reasonable Accommodation, and Computer/Electronic Accommodation Program-CAP) for approximately 279 managers and supervisors and Equal Employment Opportunity Officers.

Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR DISABILITY PROGRAM

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If "no", describe the agency's plan to improve the staffing for the upcoming year.

Answer: Yes

Non Applicable

2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	2	0	0	Kristen Arel and Anthony Napoli, Disability Recruitment Program Managers, Office of Human Resources arel.kristen@epa.gov, napoli.anthony@epa.gov
Answering questions from the public about hiring authorities that take disability into account	3	0	0	Christopher Emanuel, Disability Program Manager, Office of Civil Rights, emanuel.christopher@epa.gov, along with Kristen Arel and Anthony Napoli

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing reasonable accommodation requests from applicants and employees	2	0	22	Amanda Sweda Reasonable Accommodation Coordinator (RAC), and Kristin Tropp, Assistant RAC, Office of Civil Rights, sweda.amanda@epa.gov, tropp.kristin@epa.gov
Section 508 Compliance	1	0	0	Darlene Boerlage, 508 Coordinator, Office of Environmental Information boerlage.darlene@epa.gov
Architectural Barriers Act Compliance	1	0	0	EPA is in compliance with the Architectural Barriers Act.
Special Emphasis Program for PWD and PWTD	3	0	0	Christopher Emanuel, Kristen Arel and Anthony Napoli

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training(s) that disability program staff have received. If “no”, describe the training(s) planned for the upcoming year.

Answer: Yes

The Agency has provided disability program staff with sufficient training to carry out their roles and responsibilities in FY17. Trainings included, but is not limited to:

1. No FEAR Act training.
2. EEOC Section 501 Affirmative Action Plan for the Employment of Individuals with Disabilities/Targeted Disabilities; instructional guidance; and the new Part J requirements.
3. Excel Training Conference 2017 - MD-715/Disability and Reasonable Accommodation Track
4. EPA systems (e.g., Datamart, OBIEE, One Drive).
5. Refresher trainings (e.g., 29 CFR 1614. 203 (e), 29 CFR 1614.203 (d)(7) of the Rehabilitation Act)

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Answer: Yes

Non Applicable

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency's recruitment program plan for PWD and PWTD.

A. PLAN TO IDENTIFY JOB APPLICANTS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

In FY17, the Agency utilized a variety of programs and resources to identify qualified job applicants with disabilities including those with targeted disabilities which include, but are not limited to:

- Office of Personnel Management (OPM) has a Blanket Purchase Agreement (BPA) with Bender Consulting firm, which maintains a list of Schedule A applicants
- Veteran Employment Programs (e.g., Operations War Fighter, Wounded Warrior, Safe Harbor)
- Workforce Recruitment Program
- Special Emphasis Program Managers and Advisory Council
- Volunteer Student Programs
- Special Placement Program Coordinators (SPPC)/Disability Recruitment and Program Managers
- Pathways-Presidential Management Fellows (PMF) Program
- Pathways-Interns/Recent Graduates

In addition, the Agency has established a number of memoranda of understanding (MOUs). For example, OHR signed MOUs with the Rochester Institute of Technology/National Technical Institute for the Deaf (RIT/NTID) and Gallaudet University for the Deaf to help ensure that people with disabilities are aware of all employment opportunities in the agency.

2. Pursuant to 29 C.F.R. § 1614.203(a)(3), describe the agency's use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce.

The Agency uses all available and appropriate hiring authorities to recruit and hire. Examples where PWD and PWTD are considered:

- Excepted Service, Schedule A: 5 Code of Federal Regulations (C.F.R.) section 213.3102(u)
- Disabled Veterans Affirmative Action Program (DVAAP)
- Veterans Recruitment Appointments (VRA)

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority and (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

The Agency determines eligibility for individuals who apply using special hiring authorities such as Schedule A using the following process:

- The Agency's Shared Service Centers (SSCs) review all incoming applicants who submit Schedule A documentation designating their disability status pursuant to special hiring authority Schedule A (5 C.F.R.213.3102 (u)).
- The SSCs screen all applicants for minimum qualifications/selective factors to determine eligibility for noncompetitive, Schedule A appointments. A qualified person must have an intellectual disability, a severe physical disability, or a psychiatric disability and must obtain a certification letter from an appropriate healthcare practitioner or disability benefit provider (e.g., a State Vocational Rehabilitation Office, the Department of Veterans Affairs) to be eligible for appointment under these special authorities.
- Disabled veterans with disability ratings of 30% or more may be considered under multiple special hiring programs.

Once eligibility is determined, the HR specialist notifies the hiring manager in accordance with applicable regulations for further consideration. Agency SSC and HR specialists, along with the SPPC, work closely with each hiring official using various communication methods to ensure that all pre- and post-appointment procedures are carried out and that applicants meet all legal and regulatory requirements for EPA position(s). The process also includes the following:

- Candidates may be selected and appointed with or without the typical formal interview process; however, the Agency recommends best practice of conducting an interview.
- A hiring manager may fill the position based on the applicant's ability to perform the duties of the position as described in the position description. They can be hired on a: 1) temporary position with a Not to Exceed (NTE) date; 2) non-temporary position with a NTE date; or 3) non-temporary excepted service position. After two years of successful performance on the job, they may be non-competitively converted to a permanent appointment.
- The hiring manager notifies the SSC of their selection, and the SSC extends an official offer based on the vacancies selection factors, determining start date based upon dialogue with the manager and selectee.
- Once an offer has been extended and prior to the entry-on-duty, a manager will discuss and verify with the selected individual on the need for any accommodation..

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide this training.

Answer: Yes

In FY17, the Agency provided ongoing disability training to its hiring managers using various educational methods. These methods include coaching/mentoring, small program office discussions, instructional, on-the-job and online training (e.g., Skillport "Accessibility and Section 508 Awareness," "Reasonable Accommodation for the Federal Workplace," and "EEO and Preventing Discrimination in the Workplace"). Facilitated trainings capture the basic principles of disability awareness, laws and

regulations, special hiring authorities (Schedule A), sources for job applicants, Computer Electronic/Accommodation Program (CAP), internal reasonable accommodation program and procedures, and sensitivity/cultural awareness (i.e., Disability Etiquette).

The Agency has established plans to develop additional tools for its disability program staff and managers and supervisors to identify potential PWD/PWTD and veteran qualified applicants and students. Training on how to operate and maintain an internal resume database for Schedule A applicants will follow.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

In FY17, the Agency and the (RIT/NTID) signed a MOU. Through this MOU, the EPA and RIT/NTID intend to collaborate in various ways, such as, the advancement of environmental education to improve awareness of national employment opportunities and other opportunities for individuals with disabilities. Additionally, the Agency's Office of Environmental Information (OEI) established an EPA-wide MOU with Gallaudet University.

This MOU will increase the cooperation between Gallaudet and the Agency in areas of mutual interest, including promoting equal opportunity in higher education, contributing to the university's capacity to provide high-quality education, and encouraging the participation of the university in EPA programs. Gallaudet students will also be given notice of publicly available career opportunities at the Agency, through paid and unpaid internships. The Agency has also maintained the use of other programs, such as the WRP sponsored by the Department of Defense and the Department of Labor.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.
 - a. New Hires for Permanent Workforce (PWD) Answer: Yes
 - b. New Hires for Permanent Workforce (PWTD) Answer: Yes

The new hire rate for EPA PWD in the permanent workforce is 11.00%, slightly below the 12% benchmark indicating a trigger.
 The new hire rate for EPA PWTD in the permanent workforce is 1.01% indicating a trigger when compared to the 2% benchmark.

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.
 - a. New Hires for MCO (PWD) Answer: No
 - b. New Hires for MCO (PWTD) Answer: No

The Agency official EEO workforce data tables prior to FY18 do not display the exact format for New Hires by MCO. In FY18, the Agency plans to re-develop its MD-715 tables to meet the new EEOC MD-715 guidance.

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified *internal* applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.
 - a. Qualified Applicants for MCO (PWD) Answer: Yes
 - b. Qualified Applicants for MCO (PWTD) Answer: Yes

In using the relevant applicant pool in Table 6 as the benchmark when analyzing PWD and PWTD against the six mission critical occupations, the following statistically significant triggers were identified:

- In using the relevant applicant pool in Table 6 as the benchmark when analyzing PWD and PWTD against the six mission critical occupations, the following statistically significant triggers were identified:
- Environmental Protection Specialist (0028): There were triggers for PWTD when considering the Relevant Applicant Pool benchmark (Table 6) of 1.83% against the Qualified Internal Applicant (Table 9) of 0.77%, resulting in a trigger.
- Misc. Administration and Program Specialist (0301): There were triggers for PWD when considering the Relevant Applicant Pool benchmark (Table 6) of 10.42% against the Qualified Internal Applicant (Table 9) of 4.88% resulting in a trigger.
- Environmental Engineer (0819): There were triggers for PWD when considering the Relevant Applicant Pool benchmark (Table 6) of 6.40% against the Qualified Internal Applicant (Table 9) of 2.52%, resulting in a Trigger.

*Although the Agency has developed an internal tracking system for applicant flow specific to the (0905) Attorney, a gap prevented linking the qualification and selection

data to the applicant data for FY17. The Agency anticipates a correction for FY18.

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.
 - a. Promotions for MCO (PWD) Answer: Yes
 - b. Promotions for MCO (PWTD) Answer: Yes

The qualified applicant pool in Table 9 and participation by occupations in Table 6 were used as the benchmark when analyzing PWD and PWTD against seven major occupations. The following statistically significant triggers were only identified for major occupational series:

- Environmental Protection Specialist (0028): There were triggers for both, PWD and PWTD when considering the Relevant Applicant Pool benchmarks (Table 6) of 7.45% and 1.83% respectively against the Qualified Applicant Pool (Table 9) of 2.93% and 1.60% resulting in 0.00% selections.
- Misc. Administration and Program Specialist (0301): There were triggers for PWD when considering the Relevant Applicant Pool benchmarks. (Table 6) of 10.02% against the Qualified Applicant Pool (Table 9) of 13.93% resulting in 6.25% selections.
- Management Analyst (0343): There were triggers for both, PWD and PWTD when considering the Relevant Applicant Pool benchmarks (Table 6) of 9.24% and 3.27% respectively against the Qualified Applicant Pool (Table 9) of 3.77% and 1.37% resulting in 0.00% selections. a selection rate of 0.00% (in Table 9), which resulted in a Trigger.
- Biologist (0401): There were triggers for both, PWD and PWTD when considering the Relevant Applicant Pool benchmarks (Table 6) of 5.99% and 0.91% respectively against the Qualified Applicant Pool (Table 9) of 2.52% and 0.28% resulting in 1.64% selections. a selection rate of 0.00% (in Table 9), which resulted in a Trigger.
- Environmental Engineer (0819): There were triggers for both, PWD and PWTD when considering the Relevant Applicant Pool benchmarks (Table 6) of 4.94% and 0.58% respectively against the Qualified Applicant Pool (Table 9) of 6.09% and 0.43% resulting in 2.70% selections. a selection rate of 0.00% (in Table 9), which resulted in a Trigger.

Although the Agency has developed an internal tracking system for applicant flow specific to the (0905) Attorney, a gap prevented linking the qualification and selection data to the applicant data for FY17. The Agency anticipates a correction for FY18.

Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section,

agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency's plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

The Agency ensures awareness of advancement and internal/external opportunities where all employees can increase knowledge and skill using the Talent Hub website (a centralized experiential learning resource to a range of career development opportunities available across the agency) and job sharing. Employees at all levels are made aware using various methods of marketing (e.g., email, office announcement, intranet, newsletters). Additionally, the Agency offers opportunities that include, but are not limited to, fee/non-fee based in-person/online training. Employees, at all levels, are encouraged to participate in skill building training that will expand their opportunities to advance. In addition, courses related to federal employment search through USAJOBS, resume writing, and improving interviewing skills are available.

The Agency increases awareness of areas where employees may advance through: Diversity and Inclusion Strategic Plan: The U.S. Environmental Protection Agency's 2017-2021 Diversity and Inclusion Strategic Plan (DISP) guides the Agency's efforts in sustaining the EPA as a leader in creating and maintaining a high-performing workforce that embraces diversity and inclusion and empowers all employees to achieve their full potential. The multi-year plan outlines goals, priorities and specific action items and measures developed by senior leadership and the EPA Human Resources community and concurred upon by the EPA's Diversity and Inclusion Advisory Committee (DIAC), a subcommittee of the Human Resources Council. Goal 1 of the Plan is to diversify the federal workforce through active engagement of leadership. Action items under this goal include the following:

- The EPA's senior leaders will conduct regular informational sessions open to all employees to share information on training and career development opportunities and resources.

- The EPA's OARM will ensure that all hiring managers receive training on the use of appropriate hiring authorities and flexibilities.

Goal 2 of the Plan is to include and engage everyone in the workplace. The action item under this goal is as follows:

- The EPA's leaders and managers will use the EPA Talent Hub to promote and encourage all employees to apply for temporary full-time detail assignments, part-time projects/special assignments, temporary promotions, SES rotations and other developmental assignments.

Goal 3 of the Plan is to optimize inclusive diversity efforts using data-driven approaches. Action items under the goal include the following:

- The EPA will utilize the MD-715 reports, applicant flow data, and focus groups to identify actions that can be taken to address any potential barriers to career development and advancement identified by the Agency.

- The EPA's senior leaders will use the results of the annual Employee Viewpoint Surveys and other workforce feedback to be responsive to employees' concerns regarding opportunities for employee training, development and advancement. Stepping Up to Supervision: The Stepping Up to Supervision workshop is open to all employees who may be interested in learning about the roles and responsibilities of formal leaderships. This is made available to PWD, including PWTD. Each participant receives formal feedback through a multi-rater 360 assessment and is encouraged to build a development plan to help map their learning plans toward their career goals and objectives.

B. CAREER DEVELOPMENT OPPORTUNITIES

1. Please describe the career development opportunities that the agency provides to its employees.

Employee training is encouraged and available through a variety of programs offered to all employees. Training promotes professional and personal development. Please see above write-up regarding EPA programs/activities that the Agency encourages and promotes for career development for all employees, including PWD/PWTD.

Employees with disabilities are actively encouraged to apply to these developmental opportunities. Opportunities are advertised locally and through the EPA University and the Agency's network of training officers and coordinators. Tracking of applicants in each developmental channel – internships, fellowships, mentoring, coaching, training, details and other career development programs – remains decentralized and largely anecdotal as of the writing of this report. The Agency does track employees selected for training and details through its established HR systems of record and has other mechanisms in place for limited tracking of employees selected for mentoring, fellowships and coaching.

In response to the MD-715 new guidance, the Agency will begin the process of developing Agency-wide tables beginning with the FY18 MD-715 report. The tables will include data concerning the career development opportunities that require competition and/or supervisory recommendation/approval to participate.

Internship Programs: The Agency's internship programs are decentralized. While the Agency's new LMS could be used to provide a list of current employees who were enrolled in an internship program, it is not clear whether the LMS would be able to capture information about employees who apply for internship opportunities. OHR and the SSCs will coordinate to collect internship program data for applicants and selectees in the future.

Fellowship Programs: *OHR captures applicant and selection data for LEGIS Fellows, Capitol Hill fellows and Presidential Management Fellows (PMFs) programs only. The issues listed above for internship programs also apply to fellowship programs. DRES and Policy, Planning and Training Division (PPTD) collect information about LEGIS Fellows, Capitol Hill Fellows and PMFs. SSCs may also have some fellowship program data for applicants and selectees, depending on the program.

Mentoring Programs: *The Agency's mentoring programs are managed locally. The largest mentoring program, the Leaders and Learners Collaborative Mentoring Program (LLCMP), captures mentor/mentee matches. Local human resources or program management offices may have some mentoring data for applicants and selectees, depending on the program.

Training Programs: The Agency's LMS will be able to capture employees selected to participate in training. There is no feature in the LMS that captures applicant information.

Other Career Development Programs: N/A

Indicates limited availability in tracking participation rates for PWD/PWTD.

2. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

a. Applicants (PWD)

Answer: No

b. Selections (PWD)

Answer: No

The Agency data is unavailable for FY17 to determine triggers for all EEO groups. The current manual LMS for all employees, including PWD/PWTD, does not populate into the former Table A/B-12 CAREER DEVELOPMENT Distributed by Disability. The Agency will enhance its capability to collect certain data beginning in FY18 through the new FedTalent and anticipates further development to ensure data captured includes PWD/PWTD.

There is limited tracking information for PWD/PWTD.

3. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs identified? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

a. Applicants (PWTD)

Answer: No

b. Selections (PWTD)

Answer: No

The Agency data is unavailable for FY17 to determine triggers for all EEO groups. The current manual learning management system for all employees, including PWD/PWTD, does not populate into the former Table A/B-12 CAREER DEVELOPMENT Distributed by Disability. The Agency will enhance its capability to collect certain data beginning in FY18 through the new FedTalent and anticipates further development to ensure data captured includes PWD/PWTD.

There is limited tracking information for PWD/PWTD.

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If "yes", please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD) Answer: Yes

b. Awards, Bonuses, & Incentives (PWTD) Answer: Yes

FY 17 Time Off Awards 1 - 9 hours: When subtracting the total number of PWD and PWTD recipients (2191) from the total number of EPA recipients (164) for both PWD/PWTD received, the total for Pw/oD was 2027. PWTD - When dividing the total number of PWTD awards (<9 hrs) (41) into their total number in the EPA permanent workforce (297), the inclusion rate is 13.80%. When dividing the Pw/oD receiving awards (2027) into their respective # in Perm Workforce (13,733), the Benchmark-Inclusion Rate is 14.76% which indicates a statistical trigger for time off (<9 hrs.) for PWTD.

FY 17 Time Off Awards 9+ hours: When subtracting the total number of PWD and PWTD recipients (2192) from the total number of EPA recipients (172) for both PWD/PWTD received, the total for Pw/oD was 2020. PWD - When dividing the total number of PWD time off awards >9 (172) into their total number in the EPA permanent workforce (1136), the inclusion rate is 15.14%. When dividing the Pw/oD receiving awards (2020) into their respective # in Perm Workforce (13733), the Benchmark-Inclusion Rate is 14.71% which indicates a statistical trigger for time off awards >9 hrs for PWD. PWTD - When dividing the total number of PWTD time off awards >9 hrs (46) into their total number in the EPA permanent workforce (297), the inclusion rate is 15.49%. When dividing the Pw/oD receiving awards (2020) into their respective # in Perm Workforce (13733), the Benchmark-Inclusion Rate is 14.71% which indicates a statistical trigger for time off awards >9 hrs. for PWTD.

Additionally, analysis for FY 17 Cash Awards (\$100 - \$500) resulted in no triggers for PWD/PWTD, while Cash Awards (>\$500) indicated triggers for both PWD/PWTD when compared to their inclusion rates.

FY 17 Cash Awards 500 +: When subtracting the total number of PWD and PWTD recipients (6593) from the total number of EPA recipients (450) for both PWD/PWTD received, the total for Pw/oD was 6143. PWD - When dividing the total number of PWD cash awards (450) into their total number in the EPA permanent workforce (1136), the inclusion rate is 39.61%. When dividing the Pw/oD receiving awards (6143) into their respective # in Perm Workforce (13733), the Benchmark-Inclusion Rate is 44.73% which indicates a statistical trigger for cash awards for PWD. PWTD - When dividing the total number of PWTD cash awards (117) into their total number in the EPA permanent workforce (297), the inclusion rate is 39.39%. When dividing the Pw/oD receiving awards (6143) into their respective # in Perm Workforce (13733), the Benchmark-Inclusion Rate is 44.73% which indicates a statistical trigger for cash awards for PWTD.

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If "yes", please describe the trigger(s) in the text box.

a. Pay Increases (PWD) Answer: Yes

b. Pay Increases (PWTD) Answer: Yes

The Agency used the inclusion rate for each EEO group as a benchmark comparison when analyzing quality step increases or performance-based pay increases. Triggers were identified as follows:

When subtracting the total number of PWD and PWTD recipients (173) from the total number of EPA recipients (11) for both PWD/PWTD received, the total for Pw/oD was 162.

PWD - When dividing the total number of PWD Quality Step Increase (11) into their total number in the EPA permanent workforce (1136), the inclusion rate is 0.97%. When dividing the Pw/oD receiving awards (162) into their respective # in Perm Workforce (13733), the Benchmark-Inclusion Rate is 1.18% which indicates a trigger for cash awards for PWD.

PWTD - When dividing the total number of PWTD cash awards (2) into their total number in the EPA permanent workforce (297), the inclusion rate is 0.67%. When dividing the Pw/oD receiving awards (162) into their respective # in Perm Workforce (13733), the Benchmark-Inclusion Rate is 1.18% which indicates a trigger for Quality Step Increase for PWTD.

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If "yes", describe the employee recognition program and relevant data in the text box.

a. Other Types of Recognition (PWD) Answer: Yes

b. Other Types of Recognition (PWTD) Answer: Yes

The Agency used the inclusion rate for each EEO group as a benchmark when analyzing SES Performance Awards for PWD and PWTD. Triggers were identified: When subtracting the total number of PWD and PWTD recipients (192) from the total number of EPA recipients (10) for both PWD/PWTD received, the total for Pw/oD was 182.

PWD - When dividing the total number of PWD SES Performance (10) into their total number in the EPA permanent workforce (1136), the inclusion rate is 0.88%. When dividing the Pw/oD receiving awards (182) into their respective number in Perm Workforce (13733), the Benchmark-Inclusion Rate is 1.32% which indicates a trigger for SES performance awards for PWD.

PWTD - When dividing the total number of PWTD cash awards (0) into their total number in the EPA permanent workforce (297), the inclusion rate is 0.00%. When dividing the Pw/oD receiving awards (182) into their respective # in Perm Workforce (13733), the Benchmark-Inclusion Rate is 1.32% which indicates a trigger for SES Performance Award for PWTD.

(All Part J data snapshots can be located in the miscellaneous attachment called Snapshot J.)

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

a. SES

i. Qualified Internal Applicants (PWD) Answer: No

ii. Internal Selections (PWD) Answer: No

b. Grade GS-15

i. Qualified Internal Applicants (PWD) Answer: Yes

ii. Internal Selections (PWD) Answer: Yes

c. Grade GS-14

i. Qualified Internal Applicants (PWD) Answer: No

ii. Internal Selections (PWD) Answer: Yes

d. Grade GS-13

i. Qualified Internal Applicants (PWD) Answer: Yes

ii. Internal Selections (PWD) Answer: Yes

The Agency used Table B-11 to analyze the applicant flow of internal applicants and/or selections for promotions by grade and PWD to the senior level (analysis included grades 13-15, SES excluded). In FY18, the Agency plans to improve tracking capability for SES across all EEO categories, pursuant to EEOCs MD-715 EEO workforce tables requirements.

PWD applicants qualify at rates lower than they apply for all GS grade levels, except for GS-14. Of those qualified, PWD are internally selected at rates lower than they are qualified for grade level GS-13. Analysis to identify the PWD triggers at GS 13/14, GS 15 and SES are as follows:

- In the GS-13 level, the PWD applicant pool was 4.82% compared to their qualified internal applications which was 3.74%. resulting in a trigger. PWD internal selections was 1.32% (Table B-11).

Since no data is collected for the SES series, there is no Applicant Pool, Qualification and Internal Selections data and Triggers cannot be determined.

2. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

a. SES

i. Qualified Internal Applicants (PWTD) Answer: No

ii. Internal Selections (PWTD) Answer: No

b. Grade GS-15

i. Qualified Internal Applicants (PWTD) Answer: Yes

ii. Internal Selections (PWTD) Answer: Yes

c. Grade GS-14

i. Qualified Internal Applicants (PWTD) Answer: Yes

ii. Internal Selections (PWTD) Answer: Yes

d. Grade GS-13

i. Qualified Internal Applicants (PWTD) Answer: Yes

ii. Internal Selections (PWTD) Answer: Yes

The Agency used Table B-11 to analyze the applicant flow of internal applicants and/or selections for promotions by grade and PWD to the senior level (analysis included grades 13-15, SES excluded). In FY18, the Agency plans to improve tracking capability for SES across all EEO categories pursuant to EEOCs MD-715 EEO workforce tables requirements.

PWTD applicants qualify at rates lower than their relevant applicant pool for grade level GS-13. Of those qualified, there are no triggers indicated for selection rates of PWTD for GS-13 through GS-15 grade levels. Statistical analysis applied to identify triggers resulted in the following:

- In the GS-13 level, the PWTD from the applicant pool was 1.61% compared to their qualified internal applications which was 0.88%. resulting in a trigger at this level. PWD internal selections was 0.00%.

(All Part J data snapshots can be located in the miscellaneous attachment called Snapshot J.)

Since no data is collected for the SES series, there is no applicant pool, qualification, and internal selections data; therefore, triggers cannot be determined.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

- | | |
|-----------------------------|------------|
| a. New Hires to SES (PWD) | Answer: No |
| b. New Hires to GS-15 (PWD) | Answer: No |
| c. New Hires to GS-14 (PWD) | Answer: No |
| d. New Hires to GS-13 (PWD) | Answer: No |

In FY17, the Agency could not identify any trigger using the existing EEO-MD-715 Table B-11. This table does not include a snapshot to meet EEOC's new requirements to conduct this analysis. The Agency has partnered with the Department of Interior/Interior Business Center (DOI/IBC) and Monster to explore the redevelopment of its existing EEO Tables to accommodate the necessary workforce data /snapshots pursuant to FY17 EEOC MD-715 guidance on workforce tables. The Agency anticipates obtaining these snapshots in FY18 to continue its analysis. Since no data is collected for the SES series, there is no applicant pool, qualifications, and internal selections data; therefore, triggers cannot be determined.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

- | | |
|------------------------------|------------|
| a. New Hires to SES (PWTD) | Answer: No |
| b. New Hires to GS-15 (PWTD) | Answer: No |
| c. New Hires to GS-14 (PWTD) | Answer: No |
| d. New Hires to GS-13 (PWTD) | Answer: No |

In FY17, the Agency could not identify any triggers using the existing EEO-MD-715 Table B-11. This table does not include a snapshot to meet EEOC's new requirements to conduct this analysis. The Agency has partnered with the DOI/IBC and Monster to explore the redevelopment of its existing EEO Tables to accommodate the necessary workforce data snapshots pursuant to FY17 EEOC MD-715 guidance on workforce tables. The Agency anticipates obtaining this snapshots in FY18 to continue its analysis. Since no data is collected for the SES series, there is no applicant pool, qualifications, and internal selections data; therefore, triggers cannot be determined.

5. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

a. Executives

i. Qualified Internal Applicants (PWD) Answer: No

ii. Internal Selections (PWD) Answer: No

b. Managers

i. Qualified Internal Applicants (PWD) Answer: No

ii. Internal Selections (PWD) Answer: No

c. Supervisors

i. Qualified Internal Applicants (PWD) Answer: No

ii. Internal Selections (PWD) Answer: No

In FY17, the Agency could not identify any triggers using the existing EEO-MD-715 Table B-9. This table does not include a snapshot to meet EEOC's new requirements to conduct this analysis. The Agency has partnered with the DOI/IBC and Monster to explore the redevelopment of its existing EEO Tables to accommodate the necessary workforce data snapshots pursuant to FY17 EEOC MD-715 guidance on workforce tables. The Agency anticipates obtaining this snapshots in FY18 to continue its analysis.

6. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

a. Executives

i. Qualified Internal Applicants (PWTD) Answer: No

ii. Internal Selections (PWTD) Answer: No

b. Managers

i. Qualified Internal Applicants (PWTD) Answer: No

ii. Internal Selections (PWTD) Answer: No

c. Supervisors

i. Qualified Internal Applicants (PWTD) Answer: No

ii. Internal Selections (PWTD) Answer: No

In FY17, the Agency could not identify any triggers using the existing EEO-MD-715 Table B-9. This table does not include a snapshot to meet EEOC's new requirements to conduct this analysis. The Agency has partnered with the DOI/IBC and Monster to explore the redevelopment of its existing EEO Tables to accommodate the necessary workforce data snapshots pursuant to FY17 EEOC MD-715 guidance on workforce tables. The Agency anticipates obtaining this snapshots in FY18 to continue its analysis.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box.

a. New Hires for Executives (PWD) Answer: No

b. New Hires for Managers (PWD) Answer: No

c. New Hires for Supervisors (PWD) Answer: No

In FY17, the Agency could not identify any triggers using the existing EEO-MD-715 Table B-8. This table does not include a snapshot to meet EEOC's new requirements to conduct this analysis. The Agency has partnered with the DOI/IBC and Monster to explore the redevelopment of its existing EEO Tables to accommodate the necessary workforce data snapshots pursuant to FY17 EEOC MD-715 guidance on workforce tables. The Agency anticipates obtaining this snapshots in FY18 to continue its analysis.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box.

a. New Hires for Executives (PWTD) Answer: No

b. New Hires for Managers (PWTD) Answer: No

c. New Hires for Supervisors (PWTD) Answer: No

In FY17, the Agency could not identify any triggers using the existing EEO-MD-715 Table B8. This table does not include a snapshot to meet EEOC's new requirements to conduct this analysis. The Agency has partnered with the DOI/IBC and Monster to explore the redevelopment of its existing EEO Tables to accommodate the necessary workforce data snapshots pursuant to FY17 EEOC MD-715 guidance on workforce tables. The Agency anticipates obtaining this snapshots in FY18 to continue its analysis.

Section V: Plan to Improve Retention of Persons with Disabilities

To be a model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace personal assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If "no", please explain why the agency did not convert all eligible Schedule A employees.

Answer: Yes

There were 11 Schedule A employee conversions in FY17. The Agency established a tickler system to notify its managers and supervisors of Schedule A employees eligible for conversion.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If "yes", describe the trigger below.

a. Voluntary Separations (PWD)

Answer: Yes

b. Involuntary Separations (PWD)

Answer: Yes

Table B-14 - Separations by Type of Separation - Distribution by PWD - Permanent Workforce Source: EPA Datamart database

The Agency used Table B-14 to analyze the Separations by Type (voluntary/involuntary) by distribution of PWD. PWD separated at higher rates compared to their inclusion rate/benchmark for all types. Analysis to identify these triggers resulted in the following:

PWD Voluntary Separations:

When subtracting the total number of PWD voluntary separations (622) from the total number of EPA voluntary separations (62) for PWD received, the total for Pw/oD was 560. PWD - When dividing the total number of PWD voluntary separations inclusion rates (62) into their total number in the EPA permanent workforce (1136), the inclusion rate is 5.46%. When dividing the Pw/oD voluntary separations (560) into their respective # in Perm Workforce (13733), the Benchmark-Inclusion Rate is 4.08% which indicates a trigger for voluntary separations for PWD.

PWD Involuntary Separations:

When subtracting the total number of PWD involuntary separations (17) from the total number of EPA involuntary separations (3). For PWD received, the total for Pw/oD was (14). PWD - When dividing the total number of PWD involuntary separations inclusion rates (3) into their total number in the EPA permanent workforce (1136), the inclusion rate is 0.26%. When dividing the Pw/oD involuntary separations (14) into their respective # in Perm Workforce (13733), the Benchmark-Inclusion Rate is 0.10% which indicates a trigger for involuntary separations for PWD.

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted

disabilities? If "yes", describe the trigger below.

a. Voluntary Separations (PWTD)

Answer: Yes

b. Involuntary Separations (PWTD)

Answer: Yes

Table B-14 - Separations by Type of Separation - Distribution by PWD - Permanent Workforce Source: EPA Datamart database

The Agency used Table B-14 to analyze the Separations by Type (voluntary/involuntary) by distribution of PWD/PWTD. PWD/PWTD separated at higher rates compared to their inclusion rate/benchmark for all types. Analysis to identify triggers related to PWTD separations are as follows:

PWTD Voluntary Separations:

When subtracting the total number of PWTD voluntary separations (622) from the total number of EPA voluntary separations (19) for PWTD received, the total for Pw/oD was (603). PWTD - When dividing the total number of PWTD voluntary separations inclusion rates (19) into their total number in the EPA permanent workforce (297), the inclusion rate is 6.40%. When dividing the Pw/oD voluntary separations (603) into their respective # in Perm Workforce (13733), the Benchmark-Inclusion Rate is 4.39% which indicates a trigger for voluntary separations for PWTD.

PWTD Involuntary Separations:

When subtracting the total number of PWTD involuntary separations (17) from the total number of EPA involuntary separations (1). For PWTD received, the total for Pw/oD was (16). PWTD - When dividing the total number of PWTD involuntary separations inclusion rates (1) into their total number in the EPA permanent workforce (297), the inclusion rate is 0.34%. When dividing the Pw/oD involuntary separations (16) into their respective # in Perm Workforce (13733), the Benchmark-Inclusion Rate is 0.12% which indicates a trigger for involuntary separations for PWTD.

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

The primary data source analyzed was the EPA EEO workforce data tables. Although the agency conducts exit surveys using Survey Monkey (a link provided within the online EPA Exit Checklist), the existing survey did not identify the employee's disability status or include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities. The agency plans to re-examine its exit survey as part of the human capital enterprise risk effort. The EPA's plan is to streamline the agency survey followed by the formation of a sub-workgroup to review and update as needed. OHR, as the lead, will partner with EPA OCR-AEAA and OHR-DRESA to be a part of the sub-workgroup to identify recommendations for its redevelopment, tracking and monitoring and voluntary identifiers, such as PWD and PWTD status. The agency anticipates developing these plans beginning in FY18.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 C.F.R. § 1614.203(d)(4), federal agencies are required to inform job applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b)), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151 – 4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

EPA has a link to its accessibility statement available in the footer on EPA public webpages that notifies employees, applicants, and visitors about Section 508. The link takes viewers to the statement at this page:
https://www.epa.gov/accessibility/epa-accessibility-statement_

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

In FY17, the Agency did not have information regarding the Architectural Barriers Act on the public website. The Agency plans to add this information to the existing Accessibility page (<https://www.epa.gov/accessibility>).

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

The EPA Section 508 program delivered eight (8) webinar-based trainings in FY17 to include topics such as: introduction to Section 508, Accessible Word documents, accessible websites, accessible PDFs, and accessible PowerPoint. The Agency also introduced a new training course on how to conduct accessible meetings. All the Section 508 training courses are recorded and available on demand internally at: <http://intranet.epa.gov/accessibility>.

The Section 508 Program and Section 508 Executive Council developed a three-phase assessment plan of the Agency's enterprise-wide information and communication technology (ICT) to ensure it is 508 compliant and interoperable with Assistive Technology (AT) used at the Agency (e.g. People Plus, Skillport, Talent Hub portal).

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

The National Reasonable Accommodation Program tracked if a request was processed within applicable timeframes but did not track average timeframes for all 356 reasonable accommodation requests in FY17. However, the Agency added this metric to its tracking tools for FY18 and is currently tracking the average timeframe for all requests.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

In FY17, the Agency demonstrated efficiency of its reasonable accommodations programs by processing 343 of the 356 requests (or 96.3%) within the timeframes identified in both the AFGE National Reasonable Accommodation Procedures (NRAP) and the EPA Reasonable Accommodation Procedures. The Agency has attained the 90% or greater processing rate for the seventh consecutive year in compliance with the requirements outlined in MD-715.

The RA Program was also successful in delivering training to 185 participants, including managers/supervisors and employees as well as new/current Local Reasonable Accommodation Coordinators.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 C.F.R. § 1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

Employees with targeted disabilities may request PAS at any time through the Agency's two existing reasonable accommodation procedures, and those requests are processed in accordance to the timeframes outlined in the procedures. In FY18, the Agency will post an addendum to the reasonable accommodation procedures on the Agency website to explain further how to request PAS. Additionally, the National Reasonable Accommodation Program will incorporate information about PAS in the reasonable accommodation training to managers/supervisors and

employees.

Section VI: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?

Answer: No

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer: No

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

The Agency had no findings of discrimination alleging harassment based on disability status within the last fiscal year.

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer: No

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer: No

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

The Agency had no findings of discrimination involving the failure to provide a reasonable accommodation within the last fiscal year.

Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer: No

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer: N/A

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.

Trigger 1	Inability to identify triggers using the existing EPA MD-715 workforce tables (Datamart and Monster).	
Barrier(s)	Insufficient EEO workforce tables that do not meet the new EEOC guidance on triggers and barrier analysis for persons with disabilities and targeted disabilities.	
Objective(s)	Ensure that EPA EEO workforce tables reflect EEOCs new formatting requirements to help identify triggers and conduct barrier analysis for PWD/PWTD (i.e., new hires by grades and occupations, career development for PWD/PWTD by grades and occupations).	
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)
Director, ITD/OHR		No
Director, OCR		No
Assistant Director, AEAA/OCR		No
Shared Service Centers		No
Department of Interior/Interagency Business Center (Monster/Datamart) EEOC/OPM		No
Barrier Analysis Process Completed? (Yes or No)		Barrier(s) Identified? (Yes or No)
No		No
Sources of Data	Sources Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	EPAs existing EEO workforce tables were reviewed resulting in limited analysis to meet Part J requirements.
Complaint Data (Trends)	Yes	EPA's EEO Form 462 was reviewed.

Sources of Data		Sources Reviewed? (Yes or No)	Identify Information Collected		
Grievance Data (Trends)		No			
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)		Yes	EPA's EEO Form 462 was reviewed.		
Climate Assessment Survey (e.g., FEVS)		No			
Exit Interview Data		Yes	EPA's existing Exit Surveys were reviewed resulting in limited analysis to meet Part J requirements.		
Focus Groups		No			
Interviews		No			
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)		No			
Other (Please Describe)		No			
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)	
10/30/2018	OCR will confirm appropriate output and begin use for FY19.	Yes			
02/28/2018	OCR, with systems partners - ITD/OHR and the Department of Interior/Internal Business Center (DOI/IBC) will begin coordination of planned activities to address EEOC new guidance on workforce data.	Yes		02/16/2018	
01/30/2018	OCR, with PPTD/OHR will discuss the Agency's plans to track the applicant flow of career development program; and incorporate those data into the new EEOC MD-715 tables A/B 7 and 8.	Yes		01/22/2018	
04/26/2018	OCR, with systems partners - ITD/OHR and the Department of Interior/Internal Business Center (DOI/IBC) will discuss reasonable options.	Yes		04/26/2018	
05/30/2018	OCR, with PPTD/OHR will identify specific system changes (e.g., Talent Hub; Fed Talent; local level tracking systems) to meet the required output for the career development program	Yes			
05/30/2018	OHR/ITD and DOI/IBC will identify specific system changes to meet the required output (Tables A/B 1-9).	Yes			

05/30/2018	OHR/ITD and MONSTER will identify specific system changes to meet the required output (Tables A/B 1-9).	Yes		
09/30/2018	The agency will seek assistance from DOI/IBC to complete all system requirements necessary to meet OPM and EEOC's new guidance for workforce tables.	Yes		
10/30/2018	OHR and OCR will test new systems for data output.	Yes		
Fiscal Year	Accomplishments			

Fiscal Year	Accomplishments
2017	<p>In FY17, OHR, as the lead on data systems, responded to OCR's request to revisit the formatting of MD-715 EEO workforce data Tables A/B to meet EEOC's new FY17 guidance for Part J and other related MD-715 parts. This led to OCR coordinating a meeting between ITD/OHR and DOI/IBC to understand the internal system requirements (i.e., coding) necessary to obtain the appropriate output of some new MD-715 EEO workforce data tables. Simultaneously ITD/OHR consulted with Monster to modify its existing Statement of Work so the Agency can meet the requirements to collect applicant flow for all EEO groups, including PWD/PWTD. In addition, PPTD/OHR responded to the new EEOC guidance which requires the Agency to capture applicant flow in its career development program. The Agency recognizes that its current systems (LMS and those managed locally) are limited in their ability to capture this type of data. PPTD/OHR will look for other channels for obtaining this data. The options presented in the interim are as follows: 1) Request local human resources and program management offices to track the applicant qualification, referred, and selectee data for all career development programs; 2) Request TalentHub system expansion to capture applicant flow on all details, internships, fellowships and other developmental programs.</p> <p>Training Career development training is made available to all employees, to include PWD/PWTD. Training opportunities are available in person or online (fee/non-fee associated). Courses related to finding federal employment, resume writing and improving interviewing skills are available. The Section 508 program delivered 8 webinar-based trainings on five topics including; Introduction to Section 508, Accessible Word documents, accessible websites, Accessible PDFs, and Accessible PowerPoint. A new training course was also developed on how to conduct accessible meetings. All the Section 508 training courses were recorded and are available on demand at: http://intranet.epa.gov/accessibility. The RA Program delivered training to 185 participants, including OEI and OLEM management, OARM employees and management, PMOs/HROs as well as our new/current Local Reasonable Accommodation Coordinators. Memorandum of Understanding Between the EPA and the Rochester Institute of Technology/National Technical Institute Established an MOU in Region 2 with the Rochester Institute of Technology/National Technical Institute for the Deaf (RIT/NTID), signed September 2017. Its purpose is to increase cooperation between the colleges and the EPA in areas of mutual interest, including promoting equal opportunity in higher education, contributing to the college's capacity to provide high-quality education, and encouraging the participation of the RIT/NTID colleges in the EPA programs. This MOU also allows for RIT/NTID and the EPA to work closely together to increase awareness of career opportunities in the Agency through paid and unpaid internships. Memorandum of Understanding Between the EPA and Gallaudet University OHR supported the OEI in establishing an MOU with Gallaudet University.</p> <p>The VERA/VSIP resulted in the Agency loss of 560 permanent employees during FY17. Despite the loss of permanent employees and the decrease in recruiting activities across the Agency, the total number of newly hired disabled veterans in FY17 in the EPA, including those who are 30% or more disabled, represented approximately 16% (99) of all new hires (876). At the end of FY17, the total number of disabled veterans who were 30% or more disabled in the EPA workforce represented 2.5% (357) of the Agency's permanent workforce; and, the total number of all disabled veterans in the EPA, including those who were 30% or more disabled, represented 3.7% (529) of the Agency's permanent workforce. Details are within the attachment.</p>

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

Non Applicable

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

In FY17, OHR, as the lead on data systems, responded to OCR's request to revisit the formatting of MD-715 EEO workforce data Tables A/B to meet EEOC's new FY17 guidance for Part J and other related MD-715 parts. This led to OCR coordinating a meeting between ITD/OHR and DOI/IBC to understand the internal system requirements (i.e., coding) necessary to obtain the appropriate output of some new MD-715 EEO workforce data tables. Simultaneously ITD/OHR consulted with Monster to modify its existing Statement of Work so the Agency can meet the requirements to collect applicant flow for all EEO groups, including PWD/PWTD. In addition, PPTD/OHR responded to the new EEOC guidance which requires the Agency to capture applicant flow in its career development program. The Agency recognizes that its current systems (LMS and those managed locally) are limited in their ability to capture this type of data. PPTD/OHR will look for other channels for obtaining this data. The options presented in the interim are as follows: 1) Request local human resources and program management offices to track the applicant, qualification, referred, and selectee data for all career development programs; 2) Request TalentHub system expansion to capture applicant flow on all details, internships, fellowships and other developmental programs.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

Training

Career development training is made available to all employees, to include PWD/PWTD. Training opportunities are available in person or online (fee/non-fee associated). Courses related to finding federal employment, resume writing and improving interviewing skills are available. The Section 508 program delivered 8 webinar-based trainings on five topics including; Introduction to Section 508, Accessible Word documents, accessible websites, Accessible PDFs, and Accessible PowerPoint. A new training course was also developed on how to conduct accessible meetings. All the Section 508 training courses were recorded and are available on demand at: <http://intranet.epa.gov/accessibility>. The RA Program delivered training to 185 participants, including OEI and OLEM management, OARM employees and management, PMOs/HROs as well as our new/current Local Reasonable Accommodation Coordinators.

Memorandum of Understanding Between the EPA and the Rochester Institute of Technology/National Technical Institute

Established an MOU in Region 2 with the Rochester Institute of Technology/National Technical Institute for the Deaf (RIT/NTID), signed September 2017. Its purpose is to increase cooperation between the colleges and the EPA in areas of mutual interest, including promoting equal opportunity in higher education, contributing to the college's capacity to provide high-quality education, and encouraging the participation of the RIT/NTID colleges in the EPA programs. This MOU also allows for RIT/NTID and the

EPA to work closely together to increase awareness of career opportunities in the Agency through paid and unpaid internships.

Memorandum of Understanding Between the EPA and Gallaudet University
OHR supported the OEI in establishing an MOU with Gallaudet University. The MOU will increase cooperation between Gallaudet and the EPA in areas of mutual interest, including promoting equal opportunity in higher education, contributing to the college's capacity to provide high-quality education, and encouraging the participation of the college in EPA programs. This MOU also allows for Gallaudet and the EPA to work closely together to increase awareness of career opportunities in the Agency through paid and unpaid internships.

Strengthened Contract Procedures Associated with the Sign Language Interpreter Program

EPA provided quality sign language interpreting services (SLIS) to deaf and hard of hearing (D/HH) employees, job applicants, and the general-public attending EPA events. During FY17, OHR and program partners developed procedures to enable users of the EPA headquarters SLIS contract to identify personal preferences when requesting services.

Disabled Veterans Affirmative Action Program (DVAAP)

During FY17, the EPA was granted and utilized its Voluntary Early Retirement Authority (VERA) and offered Voluntary Separation Incentive Payments (VSIP). The VERA/VSIP resulted in the Agency loss of 560 permanent employees during FY17. Despite the loss of permanent employees and the decrease in recruiting activities across the Agency, the total number of newly hired disabled veterans in FY17 in the EPA, including those who are 30% or more disabled, represented approximately 16% (99) of all new hires (876). At the end of FY17, the total number of disabled veterans who were 30% or more disabled in the EPA workforce represented 2.5% (357) of the Agency's permanent workforce; and, the total number of all disabled veterans in the EPA, including those who were 30% or more disabled, represented 3.7% (529) of the Agency's permanent workforce. Details are within the attachment.

Certification of Establishment of
Continuing Equal Employment Opportunity Programs

I, Tanya Lawrence, Acting Director of the Office of Civil Rights, am the Principal EEO Director/Official for the U.S. Environmental Protection Agency.

EPA has conducted an annual self-assessment of Section 717 and Section 50 I programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standard of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program are included with the Federal Agency Annual EEO Program Status Report.

EPA has also analyzed its workforce profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Tanya Lawrence, Acting Director

Signature of Principal EEO Director/Official

April 30, 2018

Date

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEOC MD-715.

[Signature]

Signature of Agency Head or Agency Head Designee

April 30, 2018

Date

For period covering October 1, 2016 to September 30, 2017.

For period covering October 1, 2016 to September 30, 2017.

Table A1: TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

[illegible]

Table A2: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
EP00	#	14129	6789	7340	454	553	5051	4330	707	1804	479	518	8	9	67	77	23	49
EP00 percent row	%	100	48.05	51.95	3.21	3.91	35.75	30.65	5.00	12.77	3.39	3.67	0.06	0.06	0.47	0.54	0.16	0.35

Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex

Occupational Categories		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Executive/Senior Level Officials and Managers (Grades 15 and Above)	#	1430	767	663	50	37	614	472	60	113	32	33	1	0	8	5	2	3
Executive/Senior Level Officials and Managers (Grades 15 and Above) percent row	%	100	53.64	46.36	3.50	2.59	42.94	33.01	4.20	7.90	2.24	2.31	0.07	0.00	0.56	0.35	0.14	0.21
Mid-Level Officials and Managers (Grades 13-14)	#	506	273	233	17	13	217	150	24	50	12	16	1	0	1	3	1	1
Mid-Level Officials and Managers (Grades 13-14) percent row	%	100	53.95	46.05	3.36	2.57	42.89	29.64	4.74	9.88	2.37	3.16	0.20	0.00	0.20	0.59	0.20	0.20
First-Level Officials and Managers (Grades 12 and Below)	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
First-Level Officials and Managers (Grades 12 and Below) percent row	%	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other	#	2592	821	1771	50	114	514	723	189	822	53	80	0	2	8	14	7	16
Other percent row	%	100	31.67	68.33	1.93	4.40	19.83	27.89	7.29	31.71	2.04	3.09	0.00	0.08	0.31	0.54	0.27	0.62
Officials and Managers - TOTAL	#	4529	1861	2668	117	164	1345	1346	273	985	97	129	2	2	17	22	10	20
Officials and Managers - TOTAL percent row	%	100	41.09	58.91	2.58	3.62	29.70	29.72	6.03	21.75	2.14	2.85	0.04	0.04	0.38	0.49	0.22	0.44
Professionals	#	8933	4665	4268	318	342	3519	2826	396	646	371	377	5	5	44	49	12	23
Professionals percent row	%	100	52.22	47.78	3.56	3.83	39.39	31.64	4.43	7.23	4.15	4.22	0.06	0.06	0.49	0.55	0.13	0.26
Technicians	#	113	66	47	1	5	52	33	7	6	4	1	0	0	1	2	1	0
Technicians percent row	%	100	58.41	41.59	0.88	4.42	46.02	29.20	6.19	5.31	3.54	0.88	0.00	0.00	0.88	1.77	0.88	0.00
Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Administrative Support Workers	#	333	40	293	6	35	19	88	13	151	2	9	0	1	0	4	0	5
Administrative Support Workers percent row	%	100	12.01	87.99	1.80	10.51	5.71	26.43	3.90	45.35	0.60	2.70	0.00	0.30	0.00	1.20	0.00	1.50
Craft Workers	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Craft Workers percent row	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Operatives	#	2	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
Operatives percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Laborers and Helpers	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Laborers and Helpers percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Service Workers	#	194	148	46	11	3	111	35	14	4	6	2	1	1	5	0	0	1
Service Workers percent row	%	100	76.29	23.71	5.67	1.55	57.22	18.04	7.22	2.06	3.09	1.03	0.52	0.52	2.58	0.00	0.00	0.52

Table A4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Permanent)

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	6	3	3	1	0	2	1	0	2	0	0	0	0	0	0	0	0
GS-04 percent row	%	100	50.00	50.00	16.67	0.00	33.33	16.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05	#	19	10	9	0	1	6	3	3	5	1	0	0	0	0	0	0	0
GS-05 percent row	%	100	52.63	47.37	0.00	5.26	31.58	15.79	15.79	26.32	5.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06	#	17	5	12	2	2	2	3	0	7	1	0	0	0	0	0	0	0
GS-06 percent row	%	100	29.41	70.59	11.76	11.76	11.76	17.65	0.00	41.18	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	172	32	140	4	18	18	59	10	59	0	1	0	0	0	1	0	2
GS-07 percent row	%	100	18.60	81.40	2.33	10.47	10.47	34.30	5.81	34.30	0.00	0.58	0.00	0.00	0.00	0.58	0.00	1.16
GS-08	#	92	6	86	0	12	4	25	2	42	0	3	0	0	0	1	0	3
GS-08 percent row	%	100	6.52	93.48	0.00	13.04	4.35	27.17	2.17	45.65	0.00	3.26	0.00	0.00	0.00	1.09	0.00	3.26
GS-09	#	438	138	300	17	35	87	141	20	91	13	24	0	2	1	5	0	2
GS-09 percent row	%	100	31.51	68.49	3.88	7.99	19.86	32.19	4.57	20.78	2.97	5.48	0.00	0.46	0.23	1.14	0.00	0.46
GS-10	#	56	25	31	0	0	19	21	4	6	1	2	0	0	1	2	0	0
GS-10 percent row	%	100	44.64	55.36	0.00	0.00	33.93	37.50	7.14	10.71	1.79	3.57	0.00	0.00	1.79	3.57	0.00	0.00
GS-11	#	534	205	329	13	25	139	168	28	109	20	20	1	1	3	2	1	4
GS-11 percent row	%	100	38.39	61.61	2.43	4.68	26.03	31.46	5.24	20.41	3.75	3.75	0.19	0.19	0.56	0.37	0.19	0.75
GS-12	#	1830	696	1134	47	104	456	556	124	364	61	85	1	3	6	15	1	7
GS-12 percent row	%	100	38.03	61.97	2.57	5.68	24.92	30.38	6.78	19.89	3.33	4.64	0.05	0.16	0.33	0.82	0.05	0.38
GS-13	#	5859	2959	2900	220	229	2115	1692	324	696	245	234	1	1	39	30	15	18
GS-13 percent row	%	100	50.50	49.50	3.75	3.91	36.10	28.88	5.53	11.88	4.18	3.99	0.02	0.02	0.67	0.51	0.26	0.31
GS-14	#	2605	1334	1271	77	70	1066	844	105	251	73	84	3	1	8	15	2	6
GS-14 percent row	%	100	51.21	48.79	2.96	2.69	40.92	32.40	4.03	9.64	2.80	3.22	0.12	0.04	0.31	0.58	0.08	0.23
GS-15	#	2172	1182	990	63	51	975	712	73	154	57	59	2	1	8	6	4	7
GS-15 percent row	%	100	54.42	45.58	2.90	2.35	44.89	32.78	3.36	7.09	2.62	2.72	0.09	0.05	0.37	0.28	0.18	0.32
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	247	138	109	9	5	114	87	10	15	4	2	0	0	1	0	0	0

Environmental Protection Agency

For period covering October 1, 2016 to September 30, 2017.

File Process Date and Time: null

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Senior Executive Service percent row	%	100	55.87	44.13	3.64	2.02	46.15	35.22	4.05	6.07	1.62	0.81	0.00	0.00	0.40	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	22	14	8	0	0	12	8	0	0	2	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	100	63.64	36.36	0.00	0.00	54.55	36.36	0.00	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	14129	6789	7340	454	553	5051	4330	707	1804	479	518	8	9	67	77	23	49
TOTAL percent row	%	100	48.05	51.95	3.21	3.91	35.75	30.65	5.00	12.77	3.39	3.67	0.06	0.06	0.47	0.54	0.16	0.35

Table A4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Temporary)

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
GS-01	#	6	3	3	0	1	1	1	2	1	0	0	0	0	0	0	0	0
GS-01 percent row	%	100	50.00	50.00	0.00	16.67	16.67	16.67	33.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	5	3	2	0	1	0	0	3	1	0	0	0	0	0	0	0	0
GS-02 percent row	%	100	60.00	40.00	0.00	20.00	0.00	0.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	4	2	2	0	0	0	1	0	1	2	0	0	0	0	0	0	0
GS-03 percent row	%	100	50.00	50.00	0.00	0.00	0.00	25.00	0.00	25.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	51	21	30	0	3	16	15	4	7	1	4	0	0	0	1	0	0
GS-04 percent row	%	100	41.18	58.82	0.00	5.88	31.37	29.41	7.84	13.73	1.96	7.84	0.00	0.00	0.00	1.96	0.00	0.00
GS-05	#	14	7	7	0	0	5	2	2	5	0	0	0	0	0	0	0	0
GS-05 percent row	%	100	50.00	50.00	0.00	0.00	35.71	14.29	14.29	35.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06	#	2	0	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0
GS-06 percent row	%	100	0.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	56	32	24	3	2	24	18	3	2	1	1	0	0	1	0	0	1
GS-07 percent row	%	100	57.14	42.86	5.36	3.57	42.86	32.14	5.36	3.57	1.79	1.79	0.00	0.00	1.79	0.00	0.00	1.79
GS-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-08 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	62	31	31	6	2	21	21	1	2	2	3	0	0	0	2	1	1
GS-09 percent row	%	100	50.00	50.00	9.68	3.23	33.87	33.87	1.61	3.23	3.23	4.84	0.00	0.00	0.00	3.23	1.61	1.61
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	60	27	33	3	2	20	19	2	7	2	5	0	0	0	0	0	0
GS-11 percent row	%	100	45.00	55.00	5.00	3.33	33.33	31.67	3.33	11.67	3.33	8.33	0.00	0.00	0.00	0.00	0.00	0.00
GS-12	#	89	46	43	2	1	33	34	5	2	6	6	0	0	0	0	0	0
GS-12 percent row	%	100	51.69	48.31	2.25	1.12	37.08	38.20	5.62	2.25	6.74	6.74	0.00	0.00	0.00	0.00	0.00	0.00
GS-13	#	13	5	8	1	0	4	8	0	0	0	0	0	0	0	0	0	0
GS-13 percent row	%	100	38.46	61.54	7.69	0.00	30.77	61.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14	#	4	3	1	0	1	3	0	0	0	0	0	0	0	0	0	0	0
GS-14 percent row	%	100	75.00	25.00	0.00	25.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	9	8	1	0	0	8	1	0	0	0	0	0	0	0	0	0	0
GS-15 percent row	%	100	88.89	11.11	0.00	0.00	88.89	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

Environmental Protection Agency

For period covering October 1, 2016 to September 30, 2017.

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Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Senior Executive Service percent row	%	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	377	189	188	15	14	136	121	22	28	14	20	0	0	1	3	1	2
TOTAL percent row	%	100	50.13	49.87	3.98	3.71	36.07	32.10	5.84	7.43	3.71	5.31	0.00	0.00	0.27	0.80	0.27	0.53

Table A4 - Participation Rates For AD Grades by Race/Ethnicity and Sex (Permanent)

[illegible]

File Process Date and Time: null

[illegible]

File Process Date and Time: null

[illegible]

Table A4 - Participation Rates For AD Grades by Race/Ethnicity and Sex (Temporary)

[illegible]

Environmental Protection Agency

File Process Date and Time: null

For period covering October 1, 2016 to September 30, 2017.

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
AD-16 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-17	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-17 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-18	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-18 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-19	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-19 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-20	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-20 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-21	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-21 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-22	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-22 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-23	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-23 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-24	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-24 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-25	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-25 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-26	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-26 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-27	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-27 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-28	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-28 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-29	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-29 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-30	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-30 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-31	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-31 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-32	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-32 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-33	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-33 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Environmental Protection Agency

File Process Date and Time: null

For period covering October 1, 2016 to September 30, 2017.

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
AD-34	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-34 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-35	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-35 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-36	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-36 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-37	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-37 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-38	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-38 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-39	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-39 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-40	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-40 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Permanent)	#	68	47	21	4	0	37	18	2	3	3	0	0	0	1	0	0	0
Total AD Workforce (Permanent) percent row	%	100	69.12	30.88	5.88	0.00	54.41	26.47	2.94	4.41	4.41	0.00	0.00	0.00	1.47	0.00	0.00	0.00

Table A5: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex (Permanent)

[illegible]

Table A5: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex (Temporary)

[illegible]

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex (Permanent)

Job Title/Series Agency Rate Occupational CLF (Job Title-Series)		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
0028: ENVIRONMENTAL PROTECTION SPECIALIST	#	2096	838	1258	65	91	633	797	81	263	40	80	0	3	14	19	5	5
0028: ENVIRONMENTAL PROTECTION SPECIALIST percent row	%	100	39.98	60.02	3.10	4.34	30.20	38.02	3.86	12.55	1.91	3.82	0.00	0.14	0.67	0.91	0.24	0.24
CLF for Major Occupation 1: ENVIRONMENTAL PROTECTION SPECIALIST	%	100	71.87	28.14	2.23	1.28	64.89	23.91	2.12	1.55	1.77	1.05	0.12	0.01	0.17	0.17	0.17	0.03
0301: GENERAL ADMINISTRATIVE	#	512	163	349	15	29	105	138	30	172	9	7	1	0	2	1	1	2
0301: GENERAL ADMINISTRATIVE percent row	%	100	31.84	68.16	2.93	5.66	20.51	26.95	5.86	33.59	1.76	1.37	0.20	0.00	0.39	0.20	0.20	0.39
CLF for Major Occupation 2: GENERAL ADMINISTRATIVE	%	100	36.83	63.17	2.84	5.7	27.4	44.05	3.48	8.79	2.56	3.62	0.02	0.05	0.37	0.37	0.2	0.34
0343: MANAGEMENT ANALYSIS	#	1294	390	904	21	47	279	419	62	384	21	39	0	0	4	9	3	6
0343: MANAGEMENT ANALYSIS percent row	%	100	30.14	69.86	1.62	3.63	21.56	32.38	4.79	29.68	1.62	3.01	0.00	0.00	0.31	0.70	0.23	0.46
CLF for Major Occupation 3: MANAGEMENT ANALYSIS	%	100	58.43	41.57	2.44	2.12	49.12	32.69	2.95	3.79	3.34	2.46	0.02	0.04	0.16	0.16	0.24	0.17
0401: BIOLOGIST	#	1039	490	549	21	32	402	412	30	54	33	42	0	0	3	6	1	3
0401: BIOLOGIST percent row	%	100	47.16	52.84	2.02	3.08	38.69	39.65	2.89	5.20	3.18	4.04	0.00	0.00	0.29	0.58	0.10	0.29
CLF for Major Occupation 4: BIOLOGIST	%	100	52.49	47.51	2.43	2.16	44.82	39.04	1.39	1.69	3.13	4.11	0.05	0.05	0.13	0.13	0.19	0.15
0819: ENVIRONMENTAL ENGINEERING	#	1582	969	613	102	74	672	382	73	70	112	79	1	0	7	5	2	3
0819: ENVIRONMENTAL ENGINEERING percent row	%	100	61.25	38.75	6.45	4.68	42.48	24.15	4.61	4.42	7.08	4.99	0.06	0.00	0.44	0.32	0.13	0.19
CLF for Major Occupation 5: ENVIRONMENTAL ENGINEERING	%	100	75.78	24.22	2.75	0.88	63.11	19.17	4.25	1.96	4.86	1.83	0.01	0.13	0.14	0.14	0.24	0.06
1301: GENERAL PHYSICAL SCIENCE	#	2079	1189	890	74	66	969	652	58	87	73	72	0	0	14	10	1	3
1301: GENERAL PHYSICAL SCIENCE percent row	%	100	57.19	42.81	3.56	3.17	46.61	31.36	2.79	4.18	3.51	3.46	0.00	0.00	0.67	0.48	0.05	0.14
CLF for Major Occupation 6: GENERAL PHYSICAL SCIENCE	%	100	61.26	38.74	2.32	1.92	48.58	27.61	1.41	2.14	8.18	6.67	0.04	0	0.08	0.08	0.29	0.24
0905: ATTORNEY	#	1005	470	535	31	38	390	381	21	56	23	47	1	0	4	7	0	6
0905: ATTORNEY percent row	%	100	46.77	53.23	3.08	3.78	38.81	37.91	2.09	5.57	2.29	4.68	0.10	0.00	0.40	0.70	0.00	0.60
CLF for Major Occupation 7: ATTORNEY	%	100	67.23	32.77	2.51	1.78	60.25	26.4	2.13	2.55	1.82	1.67	0.02	0.01	0.12	0.12	0.2	0.15

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex (Temporary)

Job Title/Series Agency Rate Occupational CLF (Job Title-Series)		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
0028: ENVIRONMENTAL PROTECTION SPECIALIST	#	50	24	26	2	1	15	23	4	1	1	1	0	0	2	0	0	0
0028: ENVIRONMENTAL PROTECTION SPECIALIST percent row	%	100	48.00	52.00	4.00	2.00	30.00	46.00	8.00	2.00	2.00	2.00	0.00	0.00	4.00	0.00	0.00	0.00
CLF for Major Occupation 1: ENVIRONMENTAL PROTECTION SPECIALIST	%	100	71.87	28.14	2.23	1.28	64.89	23.91	2.12	1.55	1.77	1.05	0.12	0.01	0.17	0.17	0.17	0.03
0301: GENERAL ADMINISTRATIVE	#	35	24	11	3	1	20	10	0	0	1	0	0	0	0	0	0	0
0301: GENERAL ADMINISTRATIVE percent row	%	100	68.57	31.43	8.57	2.86	57.14	28.57	0.00	0.00	2.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 2: GENERAL ADMINISTRATIVE	%	100	36.83	63.17	2.84	5.7	27.4	44.05	3.48	8.79	2.56	3.62	0.02	0.05	0.37	0.37	0.2	0.34
0343: MANAGEMENT ANALYSIS	#	19	9	10	1	1	5	7	2	0	1	1	0	0	0	0	0	1
0343: MANAGEMENT ANALYSIS percent row	%	100	47.37	52.63	5.26	5.26	26.32	36.84	10.53	0.00	5.26	5.26	0.00	0.00	0.00	0.00	0.00	5.26
CLF for Major Occupation 3: MANAGEMENT ANALYSIS	%	100	58.43	41.57	2.44	2.12	49.12	32.69	2.95	3.79	3.34	2.46	0.02	0.04	0.16	0.16	0.24	0.17
0401: BIOLOGIST	#	160	95	65	1	2	87	54	3	3	3	5	0	0	1	1	0	0
0401: BIOLOGIST percent row	%	100	59.38	40.63	0.63	1.25	54.37	33.75	1.88	1.88	1.88	3.13	0.00	0.00	0.63	0.63	0.00	0.00
CLF for Major Occupation 4: BIOLOGIST	%	100	52.49	47.51	2.43	2.16	44.82	39.04	1.39	1.69	3.13	4.11	0.05	0.05	0.13	0.13	0.19	0.15
0819: ENVIRONMENTAL ENGINEERING	#	95	67	28	2	2	48	21	9	2	7	3	0	0	0	0	1	0
0819: ENVIRONMENTAL ENGINEERING percent row	%	100	70.53	29.47	2.11	2.11	50.53	22.11	9.47	2.11	7.37	3.16	0.00	0.00	0.00	0.00	1.05	0.00
CLF for Major Occupation 5: ENVIRONMENTAL ENGINEERING	%	100	75.78	24.22	2.75	0.88	63.11	19.17	4.25	1.96	4.86	1.83	0.01	0.13	0.14	0.14	0.24	0.06
1301: GENERAL PHYSICAL SCIENCE	#	52	29	23	3	2	24	17	1	2	1	1	0	0	0	1	0	0
1301: GENERAL PHYSICAL SCIENCE percent row	%	100	55.77	44.23	5.77	3.85	46.15	32.69	1.92	3.85	1.92	1.92	0.00	0.00	0.00	1.92	0.00	0.00
CLF for Major Occupation 6: GENERAL PHYSICAL SCIENCE	%	100	61.26	38.74	2.32	1.92	48.58	27.61	1.41	2.14	8.18	6.67	0.04	0	0.08	0.08	0.29	0.24
0905: ATTORNEY	#	10	6	4	1	0	4	4	1	0	0	0	0	0	0	0	0	0
0905: ATTORNEY percent row	%	100	60.00	40.00	10.00	0.00	40.00	40.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 7: ATTORNEY	%	100	67.23	32.77	2.51	1.78	60.25	26.4	2.13	2.55	1.82	1.67	0.02	0.01	0.12	0.12	0.2	0.15

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Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Permanent New Hires	#	578	281	297	15	31	208	182	31	56	22	21	0	1	4	5	1	1
Permanent New Hires percent row	%	100	48.62	51.38	2.60	5.36	35.99	31.49	5.36	9.69	3.81	3.63	0.00	0.17	0.69	0.87	0.17	0.17
Temporary New Hires	#	313	171	142	18	10	125	105	14	15	12	8	0	0	1	2	1	2
Temporary New Hires percent row	%	100	54.63	45.37	5.75	3.19	39.94	33.55	4.47	4.79	3.83	2.56	0.00	0.00	0.32	0.64	0.32	0.64
Non-Appropriated New Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Appropriated New Hires percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total New Hires	#	891	452	439	33	41	333	287	45	71	34	29	0	1	5	7	2	3
Total New Hires percent row	%	100	50.73	49.27	3.70	4.60	37.37	32.21	5.05	7.97	3.82	3.25	0.00	0.11	0.56	0.79	0.22	0.34
CLF2010	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28

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For period covering October 1, 2016 to September 30, 2017.

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex

[illegible]

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Voluntary Separation	#	1131	529	602	16	23	423	355	55	178	26	35	1	0	7	9	1	2
Voluntary Separation percent row	%	100	46.77	53.23	1.41	2.03	37.40	31.39	4.86	15.74	2.30	3.09	0.09	0.00	0.62	0.80	0.09	0.18
Involuntary Separations	#	13	9	4	0	0	4	3	4	1	0	0	0	0	0	0	1	0
Involuntary Separations percent row	%	100	69.23	30.77	0.00	0.00	30.77	23.08	30.77	7.69	0.00	0.00	0.00	0.00	0.00	0.00	7.69	0.00
Total Separations	#	1144	538	606	16	23	427	358	59	179	26	35	1	0	7	9	2	2
Total Separations percent row	%	100	47.03	52.97	1.40	2.01	37.33	31.29	5.16	15.65	2.27	3.06	0.09	0.00	0.61	0.79	0.17	0.17

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Table B1: TOTAL WORKFORCE - Distribution by Disability [OPM Form 256 Self-Identification Codes]

[illegible]

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Table B2: TOTAL WORKFORCE BY COMPONENT - Distribution by Disability [OPM Form 256 Self-Identification Codes]

Subordinate Component		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Total Workforce	#	14129	12637	372	789	327	42	41	8	122	13	22	4	67	2
Total Workforce percent	%	100	89.44	2.63	5.58	2.31	0.30	0.29	0.06	0.86	0.09	0.16	0.03	0.47	0.01
Federal Goal	%					2.00									
EP00	#	14129	12637	372	789	327	42	41	8	122	13	22	4	67	2
EP00 percent row	%	100	89.44	2.63	5.58	2.31	0.30	0.29	0.06	0.86	0.09	0.16	0.03	0.47	0.01

Table B3: Occupational Categories - Distribution by Disability

Occupational Categories		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Executive/Senior Level Officials and Managers (Grades 15 and Above)	#	1430	1326	27	63	14	4	3	0	3	1	2	0	1	0
Executive/Senior Level Officials and Managers (Grades 15 and Above) percent row	%	100	92.73	1.89	4.41	0.98	0.28	0.21	0.00	0.21	0.07	0.14	0.00	0.07	0.00
Mid-Level Officials and Managers (Grades 13-14)	#	506	479	5	15	7	0	1	1	3	0	1	0	1	0
Mid-Level Officials and Managers (Grades 13-14) percent row	%	100	94.66	0.99	2.96	1.38	0.00	0.20	0.20	0.59	0.00	0.20	0.00	0.20	0.00
First-Level Officials and Managers (Grades 12 and Below)	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
First-Level Officials and Managers (Grades 12 and Below) percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other	#	2592	2216	94	189	93	7	13	2	39	4	6	0	20	1
Other percent row	%	100	85.49	3.63	7.29	3.59	0.27	0.50	0.08	1.50	0.15	0.23	0.00	0.77	0.04
Officials and Managers - TOTAL	#	4529	4022	126	267	114	11	17	3	45	5	9	0	22	1
Officials and Managers - TOTAL percent row	%	100	88.81	2.78	5.90	2.52	0.24	0.38	0.07	0.99	0.11	0.20	0.00	0.49	0.02
Professionals	#	8933	8068	231	453	177	21	21	4	70	8	7	1	39	1
Professionals percent row	%	100	90.32	2.59	5.07	1.98	0.24	0.24	0.04	0.78	0.09	0.08	0.01	0.44	0.01
Technicians	#	113	95	3	11	4	1	0	0	2	0	0	0	1	0
Technicians percent row	%	100	84.07	2.65	9.73	3.54	0.88	0.00	0.00	1.77	0.00	0.00	0.00	0.88	0.00
Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Administrative Support Workers	#	333	251	7	46	29	8	3	1	4	0	5	3	5	0
Administrative Support Workers percent row	%	100	75.38	2.10	13.81	8.71	2.40	0.90	0.30	1.20	0.00	1.50	0.90	1.50	0.00
Craft Workers	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Operatives	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Operatives percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Laborers and Helpers	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Service Workers	#	194	184	4	5	1	0	0	0	1	0	0	0	0	0
Service Workers percent row	%	100	94.85	2.06	2.58	0.52	0.00	0.00	0.00	0.52	0.00	0.00	0.00	0.00	0.00

Table B4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability (Permanent)

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	6	2	0	4	4	0	1	0	1	0	0	2	0	0
GS-04 percent row	%	100	33.33	0.00	66.67	66.67	0.00	16.67	0.00	16.67	0.00	0.00	33.33	0.00	0.00
GS-05	#	19	8	2	11	5	2	0	0	0	0	0	1	2	0
GS-05 percent row	%	100	42.11	10.53	57.89	26.32	10.53	0.00	0.00	0.00	0.00	0.00	5.26	10.53	0.00
GS-06	#	17	7	1	10	4	2	1	0	0	0	1	0	0	0
GS-06 percent row	%	100	41.18	5.88	58.82	23.53	11.76	5.88	0.00	0.00	0.00	5.88	0.00	0.00	0.00
GS-07	#	172	139	3	33	10	3	3	0	1	0	0	0	3	0
GS-07 percent row	%	100	80.81	1.74	19.19	5.81	1.74	1.74	0.00	0.58	0.00	0.00	0.00	1.74	0.00
GS-08	#	92	69	0	23	8	0	0	1	1	0	4	0	2	0
GS-08 percent row	%	100	75.00	0.00	25.00	8.70	0.00	0.00	1.09	1.09	0.00	4.35	0.00	2.17	0.00
GS-09	#	438	371	30	67	17	5	1	0	6	0	0	0	5	0
GS-09 percent row	%	100	84.70	6.85	15.30	3.88	1.14	0.23	0.00	1.37	0.00	0.00	0.00	1.14	0.00
GS-10	#	56	49	2	7	1	0	0	0	1	0	0	0	0	0
GS-10 percent row	%	100	87.50	3.57	12.50	1.79	0.00	0.00	0.00	1.79	0.00	0.00	0.00	0.00	0.00
GS-11	#	534	473	26	61	13	0	2	0	4	1	0	0	6	0
GS-11 percent row	%	100	88.58	4.87	11.42	2.43	0.00	0.37	0.00	0.75	0.19	0.00	0.00	1.12	0.00
GS-12	#	1830	1616	78	214	65	9	12	1	23	3	3	1	12	0
GS-12 percent row	%	100	88.31	4.26	11.69	3.55	0.49	0.66	0.05	1.26	0.16	0.16	0.05	0.66	0.00
GS-13	#	5859	5435	142	424	125	12	10	2	57	5	6	0	27	2
GS-13 percent row	%	100	92.76	2.42	7.24	2.13	0.20	0.17	0.03	0.97	0.09	0.10	0.00	0.46	0.03
GS-14	#	2605	2480	43	125	38	3	4	2	14	2	4	0	8	0
GS-14 percent row	%	100	95.20	1.65	4.80	1.46	0.12	0.15	0.08	0.54	0.08	0.15	0.00	0.31	0.00
GS-15	#	2172	2043	34	129	32	4	5	2	14	2	3	0	2	0
GS-15 percent row	%	100	94.06	1.57	5.94	1.47	0.18	0.23	0.09	0.64	0.09	0.14	0.00	0.09	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	247	238	9	6	3	2	1	0	0	0	0	0	0	0
Senior Executive Service percent row	%	100	96.36	3.64	2.43	1.21	0.81	0.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	22	21	0	1	1	0	0	0	0	0	1	0	0	0
Other Senior Pay (Non-SES) percent row	%	100	95.45	0.00	4.55	4.55	0.00	0.00	0.00	0.00	0.00	4.55	0.00	0.00	0.00
TOTAL	#	14047	12560	370	788	325	42	40	8	122	13	21	4	67	2

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Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
TOTAL percent row	%	100	89.41	2.63	5.61	2.31	0.30	0.28	0.06	0.87	0.09	0.15	0.03	0.48	0.01

Table B4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability (Temporary)

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GS-01	#	6	6	2	0	0	0	0	0	0	0	0	0	0	0
GS-01 percent row	%	100	100.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	51	47	2	4	1	0	0	0	0	0	0	0	1	0
GS-04 percent row	%	100	92.16	3.92	7.84	1.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.96	0.00
GS-05	#	14	11	0	3	1	0	0	0	0	0	0	0	1	0
GS-05 percent row	%	100	78.57	0.00	21.43	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.14	0.00
GS-06	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
GS-06 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	56	51	1	5	1	0	0	0	0	0	0	0	1	0
GS-07 percent row	%	100	91.07	1.79	8.93	1.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.79	0.00
GS-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-08 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	62	59	7	3	2	1	1	0	0	0	0	0	0	0
GS-09 percent row	%	100	95.16	11.29	4.84	3.23	1.61	1.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	60	49	4	11	3	0	0	0	0	0	1	0	2	0
GS-11 percent row	%	100	81.67	6.67	18.33	5.00	0.00	0.00	0.00	0.00	0.00	1.67	0.00	3.33	0.00
GS-12	#	89	82	6	7	2	0	0	0	0	0	1	0	1	0
GS-12 percent row	%	100	92.13	6.74	7.87	2.25	0.00	0.00	0.00	0.00	0.00	1.12	0.00	1.12	0.00
GS-13	#	13	13	1	0	0	0	0	0	0	0	0	0	0	0
GS-13 percent row	%	100	100.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14	#	4	2	0	2	1	0	0	0	0	0	1	0	0	0
GS-14 percent row	%	100	50.00	0.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00
GS-15	#	9	9	2	0	0	0	0	0	0	0	0	0	0	0
GS-15 percent row	%	100	100.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	674	574	53	47	11	1	1	0	0	0	3	0	6	0

Environmental Protection Agency
File Process Date and Time: null

For period covering October 1, 2016 to September 30, 2017.

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
TOTAL percent row	%	100	85.16	7.86	6.97	1.63	0.15	0.15	0.00	0.00	0.00	0.45	0.00	0.89	0.00

Table B4 - Participation Rates For AD Grades by Disability (Permanent)

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
AD-00	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
AD-00 percent row		%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-01 percent row		%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-02 percent row		%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-03 percent row		%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-04 percent row		%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-05 percent row		%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-06 percent row		%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-07 percent row		%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-08 percent row		%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-09 percent row		%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-10 percent row		%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-11 percent row		%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-12 percent row		%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-13 percent row		%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-14 percent row		%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-15 percent row		%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-16	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-16 percent row		%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-17	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-17 percent row		%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-18	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0

File Process Date and Time: null

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
AD-18 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-19	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-19 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-20	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-20 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-21	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-21 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-22	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-22 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-23	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-23 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-24	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-24 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-25	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-25 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-26	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-26 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-27	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-27 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-28	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-28 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-29	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-29 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-30	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-30 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-31	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-31 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-32	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-32 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-33	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-33 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-34	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-34 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-35	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-35 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-36	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-36 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-37	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0

File Process Date and Time: null

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File Process Date and Time: null

For period covering October 1, 2016 to September 30, 2017.

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File Process Date and Time: null

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
AD-18 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-19	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-19 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-20	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-20 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-21	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-21 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-22	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-22 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-23	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-23 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-24	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-24 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-25	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-25 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-26	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-26 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-27	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-27 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-28	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-28 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-29	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-29 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-30	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-30 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-31	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-31 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-32	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-32 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-33	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-33 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-34	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-34 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-35	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-35 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-36	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-36 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-37	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0

File Process Date and Time: null

For period covering October 1, 2016 to September 30, 2017.

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Environmental Protection Agency

For period covering October 1, 2016 to September 30, 2017.

File Process Date and Time: null

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
AD-40	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-40 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Temporary)	#	68	65	7	3	1	0	0	0	0	0	1	0	0	0
Total AD Workforce (Temporary) percent row	%	100	95.59	10.29	4.41	1.47	0.00	0.00	0.00	0.00	0.00	1.47	0.00	0.00	0.00

Table B5: PARTICIPATION RATES FOR WAGE GRADES by Disability (Permanent)

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Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability (Permanent)

Job Title-Series		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
0028: ENVIRONMENTAL PROTECTION SPECIALIST	#	2096	1890	42	110	53	9	11	3	16	2	2	0	9	1
0028: ENVIRONMENTAL PROTECTION SPECIALIST percent row	%	100	90.17	2.00	5.25	2.53	0.43	0.52	0.14	0.76	0.10	0.10	0.00	0.43	0.05
0301: GENERAL ADMINISTRATIVE	#	512	443	15	38	16	1	1	1	7	1	1	0	4	0
0301: GENERAL ADMINISTRATIVE percent row	%	100	86.52	2.93	7.42	3.13	0.20	0.20	0.20	1.37	0.20	0.20	0.00	0.78	0.00
0343: MANAGEMENT ANALYSIS	#	1294	1142	30	72	50	6	7	1	23	1	5	0	5	1
0343: MANAGEMENT ANALYSIS percent row	%	100	88.25	2.32	5.56	3.86	0.46	0.54	0.08	1.78	0.08	0.39	0.00	0.39	0.08
0401: BIOLOGIST	#	1039	931	41	57	9	1	4	0	2	0	0	0	2	0
0401: BIOLOGIST percent row	%	100	89.61	3.95	5.49	0.87	0.10	0.38	0.00	0.19	0.00	0.00	0.00	0.19	0.00
0819: ENVIRONMENTAL ENGINEERING	#	1582	1461	18	73	30	3	1	0	18	3	1	0	4	0
0819: ENVIRONMENTAL ENGINEERING percent row	%	100	92.35	1.14	4.61	1.90	0.19	0.06	0.00	1.14	0.19	0.06	0.00	0.25	0.00
1301: GENERAL PHYSICAL SCIENCE	#	2079	1913	46	94	25	1	3	0	10	0	3	0	8	0
1301: GENERAL PHYSICAL SCIENCE percent row	%	100	92.02	2.21	4.52	1.20	0.05	0.14	0.00	0.48	0.00	0.14	0.00	0.38	0.00
0905: ATTORNEY	#	1005	937	21	37	9	1	1	0	3	3	1	0	0	0
0905: ATTORNEY percent row	%	100	93.23	2.09	3.68	0.90	0.10	0.10	0.00	0.30	0.30	0.10	0.00	0.00	0.00

Table B6: PARTICIPATION RATES BY MAJOR OCCUPATIONS - Distribution by Disability (Temporary)

Job Title-Series		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
0028: ENVIRONMENTAL PROTECTION SPECIALIST	#	50	38	6	6	3	1	1	0	0	0	0	0	1	0
0028: ENVIRONMENTAL PROTECTION SPECIALIST percent row	%	100	76.00	12.00	12.00	6.00	2.00	2.00	0.00	0.00	0.00	0.00	0.00	2.00	0.00
0301: GENERAL ADMINISTRATIVE	#	35	28	4	3	0	0	0	0	0	0	0	0	0	0
0301: GENERAL ADMINISTRATIVE percent row	%	100	80.00	11.43	8.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0343: MANAGEMENT ANALYSIS	#	19	15	2	2	2	0	0	0	0	0	1	0	1	0
0343: MANAGEMENT ANALYSIS percent row	%	100	78.95	10.53	10.53	10.53	0.00	0.00	0.00	0.00	0.00	5.26	0.00	5.26	0.00
0401: BIOLOGIST	#	160	138	15	7	0	0	0	0	0	0	0	0	0	0
0401: BIOLOGIST percent row	%	100	86.25	9.38	4.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0819: ENVIRONMENTAL ENGINEERING	#	95	84	9	2	0	0	0	0	0	0	0	0	0	0
0819: ENVIRONMENTAL ENGINEERING percent row	%	100	88.42	9.47	2.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1301: GENERAL PHYSICAL SCIENCE	#	52	45	3	3	0	0	0	0	0	0	0	0	0	0
1301: GENERAL PHYSICAL SCIENCE percent row	%	100	86.54	5.77	5.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0905: ATTORNEY	#	10	8	1	1	1	0	0	0	0	0	1	0	0	0
0905: ATTORNEY percent row	%	100	80.00	10.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00	10.00	0.00	0.00	0.00

File Process Date and Time: null

Table B8: NEW HIRES By Type of Appointment - Distribution by Disability

Type of Appointment		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Permanent New Hires	#	578	441	49	73	15	2	4	0	4	1	0	0	4	0
Permanent New Hires percent row	%	100	76.30	8.48	12.63	2.60	0.35	0.69	0.00	0.69	0.17	0.00	0.00	0.69	0.00
Temporary New Hires	#	313	241	51	16	4	1	1	0	0	0	0	0	2	0
Temporary New Hires percent row	%	100	77.00	16.29	5.11	1.28	0.32	0.32	0.00	0.00	0.00	0.00	0.00	0.64	0.00
Total New Hires	#	891	682	100	89	19	3	5	0	4	1	0	0	6	0
Total New Hires percent row	%	100	76.54	11.22	9.99	2.13	0.34	0.56	0.00	0.45	0.11	0.00	0.00	0.67	0.00

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

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Table B14: SEPARATION by Type of Separation - Distribution by Disability

Types of Separations		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Voluntary Separation	#	1131	977	25	85	44	2	6	2	20	2	2	2	8	0
Voluntary Separation percent row	%	100	86.38	2.21	7.52	3.89	0.18	0.53	0.18	1.77	0.18	0.18	0.18	0.71	0.00
Involuntary Separations	#	13	8	1	2	2	0	0	0	0	1	0	0	1	0
Involuntary Separations percent row	%	100	61.54	7.69	15.38	15.38	0.00	0.00	0.00	0.00	7.69	0.00	0.00	7.69	0.00
Total Separations	#	1144	985	26	87	46	2	6	2	20	3	2	2	9	0
Total Separations percent row	%	100	86.10	2.27	7.60	4.02	0.17	0.52	0.17	1.75	0.26	0.17	0.17	0.79	0.00

Occupational Categories		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Executive/Senior Level Officials and Managers (Grades 15 and Above)	#	1430	767	663	50	37	614	472	60	113	32	33	0	1	8	5	2	3
Executive/Senior Level Officials and Managers (Grades 15 and Above) percent row	%	10.12	11.30	9.03	11.01	6.69	12.16	10.90	8.49	6.26	6.68	6.37	12.50	0.00	11.94	6.49	8.70	6.12
Mid-Level Officials and Managers (Grades 13-14)	#	506	273	233	17	13	217	150	24	50	12	16	0	1	1	3	1	1
Mid-Level Officials and Managers (Grades 13-14) percent row	%	3.58	4.02	3.17	3.74	2.35	4.30	3.46	3.39	2.77	2.51	3.09	12.50	0.00	1.49	3.90	4.35	2.04
First-Level Officials and Managers (Grades 12 and Below)	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
First-Level Officials and Managers (Grades 12 and Below) percent row	%	0.01	0.00	0.01	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other	#	2592	821	1771	50	114	514	723	189	822	53	80	2	0	8	14	7	16
Other percent row	%	18.35	12.09	24.13	11.01	20.61	10.18	16.70	26.73	45.57	11.06	15.44	0.00	22.22	11.94	18.18	30.43	32.65
Officials and Managers - TOTAL	#	4529	1861	2668	117	164	1345	1346	273	985	97	129	2	2	17	22	10	20
Officials and Managers - TOTAL percent row	%	32.05	27.41	36.35	25.77	29.66	26.63	31.09	38.61	54.60	20.25	24.90	25.00	22.22	25.37	28.57	43.48	40.82
Professionals	#	8933	4665	4268	318	342	3519	2826	396	646	371	377	5	5	44	49	12	23
Professionals percent row	%	63.22	68.71	58.15	70.04	61.84	69.67	65.27	56.01	35.81	77.45	72.78	62.50	55.56	65.67	63.64	52.17	46.94
Technicians	#	113	66	47	1	5	52	33	7	6	4	1	0	0	1	2	1	0
Technicians percent row	%	0.80	0.97	0.64	0.22	0.90	1.03	0.76	0.99	0.33	0.84	0.19	0.00	0.00	1.49	2.60	4.35	0.00
Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Administrative Support Workers	#	333	40	293	6	35	19	88	13	151	2	9	1	0	0	4	0	5
Administrative Support Workers percent row	%	2.36	0.59	3.99	1.32	6.33	0.38	2.03	1.84	8.37	0.42	1.74	0.00	11.11	0.00	5.19	0.00	10.20
Craft Workers	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Craft Workers percent row	%	0.01	0.01	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Operatives	#	2	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
Operatives percent row	%	0.01	0.03	0.00	0.00	0.00	0.00	0.00	0.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Laborers and Helpers	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Laborers and Helpers percent row	%	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Service Workers	#	194	148	46	11	3	111	35	14	4	6	2	1	1	5	0	0	1
Service Workers percent row	%	1.37	2.18	0.63	2.42	0.54	2.20	0.81	1.98	0.22	1.25	0.39	12.50	11.11	7.46	0.00	0.00	2.04
Total Workforce	#	14129	6789	7340	454	553	5051	4330	707	1804	479	518	8	9	67	77	23	49
Total Workforce percent row	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

File Process Date and Time: null

For period covering October 1, 2016 to September 30, 2017.

Occupational Categories	Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
NOTE: Percentages computed down columns and NOT across rows.																	

File Process Date and Time: null

Table A4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Permanent): Calculated within Group

Grade Level		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	6	3	3	1	0	2	1	0	2	0	0	0	0	0	0	0	0
GS-04 percent row	%	0.04	0.04	0.04	0.22	0.00	0.04	0.02	0.00	0.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05	#	19	10	9	0	1	6	3	3	5	1	0	0	0	0	0	0	0
GS-05 percent row	%	0.13	0.15	0.12	0.00	0.18	0.12	0.07	0.42	0.28	0.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06	#	17	5	12	2	2	2	3	0	7	1	0	0	0	0	0	0	0
GS-06 percent row	%	0.12	0.07	0.16	0.44	0.36	0.04	0.07	0.00	0.39	0.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	172	32	140	4	18	18	59	10	59	0	1	0	0	0	1	0	2
GS-07 percent row	%	1.22	0.47	1.91	0.88	3.25	0.36	1.36	1.41	3.27	0.00	0.19	0.00	0.00	0.00	1.30	0.00	4.08
GS-08	#	92	6	86	0	12	4	25	2	42	0	3	0	0	0	1	0	3
GS-08 percent row	%	0.65	0.09	1.17	0.00	2.17	0.08	0.58	0.28	2.33	0.00	0.58	0.00	0.00	0.00	1.30	0.00	6.12
GS-09	#	438	138	300	17	35	87	141	20	91	13	24	0	2	1	5	0	2
GS-09 percent row	%	3.10	2.03	4.09	3.74	6.33	1.72	3.26	2.83	5.04	2.71	4.63	0.00	22.22	1.49	6.49	0.00	4.08
GS-10	#	56	25	31	0	0	19	21	4	6	1	2	0	0	1	2	0	0
GS-10 percent row	%	0.40	0.37	0.42	0.00	0.00	0.38	0.48	0.57	0.33	0.21	0.39	0.00	0.00	1.49	2.60	0.00	0.00
GS-11	#	534	205	329	13	25	139	168	28	109	20	20	1	1	3	2	1	4
GS-11 percent row	%	3.78	3.02	4.48	2.86	4.52	2.75	3.88	3.96	6.04	4.18	3.86	12.50	11.11	4.48	2.60	4.35	8.16
GS-12	#	1830	696	1134	47	104	456	556	124	364	61	85	1	3	6	15	1	7
GS-12 percent row	%	12.95	10.25	15.45	10.35	18.81	9.03	12.84	17.54	20.18	12.73	16.41	12.50	33.33	8.96	19.48	4.35	14.29
GS-13	#	5859	2959	2900	220	229	2115	1692	324	696	245	234	1	1	39	30	15	18
GS-13 percent row	%	41.47	43.59	39.51	48.46	41.41	41.87	39.08	45.83	38.58	51.15	45.17	12.50	11.11	58.21	38.96	65.22	36.73
GS-14	#	2605	1334	1271	77	70	1066	844	105	251	73	84	3	1	8	15	2	6
GS-14 percent row	%	18.44	19.65	17.32	16.96	12.66	21.10	19.49	14.85	13.91	15.24	16.22	37.50	11.11	11.94	19.48	8.70	12.24
GS-15	#	2172	1182	990	63	51	975	712	73	154	57	59	2	1	8	6	4	7
GS-15 percent row	%	15.37	17.41	13.49	13.88	9.22	19.30	16.44	10.33	8.54	11.90	11.39	25.00	11.11	11.94	7.79	17.39	14.29
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	247	138	109	9	5	114	87	10	15	4	2	0	0	1	0	0	0
Senior Executive Service percent row	%	1.75	2.03	1.49	1.98	0.90	2.26	2.01	1.41	0.83	0.84	0.39	0.00	0.00	1.49	0.00	0.00	0.00

Environmental Protection Agency

For period covering October 1, 2016 to September 30, 2017.

File Process Date and Time: null

[illegible]

NOTE: Percentages computed down columns and NOT across rows.

Table A4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Temporary): Calculated within Group

Grade Level		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
GS-01	#	6	3	3	0	1	1	1	2	1	0	0	0	0	0	0	0	0
GS-01 percent row	%	1.59	1.59	1.60	0.00	7.14	0.74	0.83	9.09	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	5	3	2	0	1	0	0	3	1	0	0	0	0	0	0	0	0
GS-02 percent row	%	1.33	1.59	1.06	0.00	7.14	0.00	0.00	13.64	3.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	4	2	2	0	0	0	1	0	1	2	0	0	0	0	0	0	0
GS-03 percent row	%	1.06	1.06	1.06	0.00	0.00	0.00	0.83	0.00	3.57	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	51	21	30	0	3	16	15	4	7	1	4	0	0	0	1	0	0
GS-04 percent row	%	13.53	11.11	15.96	0.00	21.43	11.76	12.40	18.18	25.00	7.14	20.00	0.00	0.00	0.00	33.33	0.00	0.00
GS-05	#	14	7	7	0	0	5	2	2	5	0	0	0	0	0	0	0	0
GS-05 percent row	%	3.71	3.70	3.72	0.00	0.00	3.68	1.65	9.09	17.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06	#	2	0	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0
GS-06 percent row	%	0.53	0.00	1.06	0.00	7.14	0.00	0.00	0.00	0.00	0.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	56	32	24	3	2	24	18	3	2	1	1	0	0	1	0	0	1
GS-07 percent row	%	14.85	16.93	12.77	20.00	14.29	17.65	14.88	13.64	7.14	7.14	5.00	0.00	0.00	100.00	0.00	0.00	50.00
GS-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-08 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	62	31	31	6	2	21	21	1	2	2	3	0	0	0	2	1	1
GS-09 percent row	%	16.45	16.40	16.49	40.00	14.29	15.44	17.36	4.55	7.14	14.29	15.00	0.00	0.00	0.00	66.67	100.00	50.00
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	60	27	33	3	2	20	19	2	7	2	5	0	0	0	0	0	0
GS-11 percent row	%	15.92	14.29	17.55	20.00	14.29	14.71	15.70	9.09	25.00	14.29	25.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12	#	89	46	43	2	1	33	34	5	2	6	6	0	0	0	0	0	0
GS-12 percent row	%	23.61	24.34	22.87	13.33	7.14	24.26	28.10	22.73	7.14	42.86	30.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13	#	13	5	8	1	0	4	8	0	0	0	0	0	0	0	0	0	0
GS-13 percent row	%	3.45	2.65	4.26	6.67	0.00	2.94	6.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14	#	4	3	1	0	1	3	0	0	0	0	0	0	0	0	0	0	0
GS-14 percent row	%	1.06	1.59	0.53	0.00	7.14	2.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	9	8	1	0	0	8	1	0	0	0	0	0	0	0	0	0	0
GS-15 percent row	%	2.39	4.23	0.53	0.00	0.00	5.88	0.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Senior Executive Service percent row	%	0.27	0.00	0.53	0.00	0.00	0.00	0.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Environmental Protection Agency

For period covering October 1, 2016 to September 30, 2017.

File Process Date and Time: null

Grade Level		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Other Senior Pay (Non-SES)	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	0.27	0.53	0.00	0.00	0.00	0.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	377	189	188	15	14	136	121	22	28	14	20	0	0	1	3	1	2
TOTAL percent row	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	0.00	0.00	100.00	100.00	100.00	100.00

NOTE: Percentages computed down columns and NOT across rows.

Table A4 - Participation Rates For AD Grades by Race/Ethnicity and Sex (Permanent) : Calculated within Group

[illegible]

Environmental Protection Agency

File Process Date and Time: null

For period covering October 1, 2016 to September 30, 2017.

[illegible]

File Process Date and Time: null

Grade Level		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
AD-35	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-35 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-36	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-36 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-37	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-37 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-38	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-38 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-39	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-39 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-40	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-40 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Permanent)	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Total AD Workforce (Permanent) percent row	%	100.00	100.00	100.00	0.00	0.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Percentages computed down columns and NOT across rows.

Table A4 - Participation Rates For AD Grades by Race/Ethnicity and Sex (Temporary) : Calculated within Group

[illegible]

Environmental Protection Agency

For period covering October 1, 2016 to September 30, 2017.

File Process Date and Time: null

[illegible]

File Process Date and Time: null

Grade Level		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
AD-35	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-35 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-36	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-36 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-37	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-37 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-38	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-38 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-39	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-39 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-40	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-40 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Permanent)	#	68	47	21	4	0	37	18	2	3	3	0	0	0	1	0	0	0
Total AD Workforce (Permanent) percent row	%	100.00	100.00	100.00	100.00	0.00	100.00	100.00	100.00	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00

NOTE: Percentages computed down columns and NOT across rows.

Table A5: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex (Permanent): Calculated within Group

[illegible]

File Process Date and Time: null

For period covering October 1, 2016 to September 30, 2017.

WD/WG, WL/WS & OTHER Wage Grades	Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
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NOTE: Percentages computed down columns and NOT across rows.

Table A5: PARTICIPATION RATES FOR WAGE GRADES by Race/Ethnicity and Sex (Temporary): Calculated within Group

[illegible]

File Process Date and Time: null

For period covering October 1, 2016 to September 30, 2017.

WD/WG, WL/WS & OTHER Wage Grades	Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
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NOTE: Percentages computed down columns and NOT across rows.

Table B3: Occupational Categories - Distribution by Disability: Calculated within Group

[illegible]

NOTE: Percentages computed down columns and NOT across rows.

Table B4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability (Permanent): Calculated within Group

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	6	2	0	4	4	0	1	0	1	0	0	2	0	0
GS-04 percent row	%	0.04	0.02	0.00	0.51	1.23	0.00	2.50	0.00	0.82	0.00	0.00	50.00	0.00	0.00
GS-05	#	19	8	2	11	5	2	0	0	0	0	0	1	2	0
GS-05 percent row	%	0.14	0.06	0.54	1.40	1.54	4.76	0.00	0.00	0.00	0.00	0.00	25.00	2.99	0.00
GS-06	#	17	7	1	10	4	2	1	0	0	0	1	0	0	0
GS-06 percent row	%	0.12	0.06	0.27	1.27	1.23	4.76	2.50	0.00	0.00	0.00	4.76	0.00	0.00	0.00
GS-07	#	172	139	3	33	10	3	3	0	1	0	0	0	3	0
GS-07 percent row	%	1.22	1.11	0.81	4.19	3.08	7.14	7.50	0.00	0.82	0.00	0.00	0.00	4.48	0.00
GS-08	#	92	69	0	23	8	0	0	1	1	0	4	0	2	0
GS-08 percent row	%	0.65	0.55	0.00	2.92	2.46	0.00	0.00	12.50	0.82	0.00	19.05	0.00	2.99	0.00
GS-09	#	438	371	30	67	17	5	1	0	6	0	0	0	5	0
GS-09 percent row	%	3.12	2.95	8.11	8.50	5.23	11.90	2.50	0.00	4.92	0.00	0.00	0.00	7.46	0.00
GS-10	#	56	49	2	7	1	0	0	0	1	0	0	0	0	0
GS-10 percent row	%	0.40	0.39	0.54	0.89	0.31	0.00	0.00	0.00	0.82	0.00	0.00	0.00	0.00	0.00
GS-11	#	534	473	26	61	13	0	2	0	4	1	0	0	6	0
GS-11 percent row	%	3.80	3.77	7.03	7.74	4.00	0.00	5.00	0.00	3.28	7.69	0.00	0.00	8.96	0.00
GS-12	#	1830	1616	78	214	65	9	12	1	23	3	3	1	12	0
GS-12 percent row	%	13.03	12.87	21.08	27.16	20.00	21.43	30.00	12.50	18.85	23.08	14.29	25.00	17.91	0.00
GS-13	#	5859	5435	142	424	125	12	10	2	57	5	6	0	27	2
GS-13 percent row	%	41.71	43.27	38.38	53.81	38.46	28.57	25.00	25.00	46.72	38.46	28.57	0.00	40.30	100.00
GS-14	#	2605	2480	43	125	38	3	4	2	14	2	4	0	8	0
GS-14 percent row	%	18.54	19.75	11.62	15.86	11.69	7.14	10.00	25.00	11.48	15.38	19.05	0.00	11.94	0.00
GS-15	#	2172	2043	34	129	32	4	5	2	14	2	3	0	2	0
GS-15 percent row	%	15.46	16.27	9.19	16.37	9.85	9.52	12.50	25.00	11.48	15.38	14.29	0.00	2.99	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	247	238	9	6	3	2	1	0	0	0	0	0	0	0
Senior Executive Service percent row	%	1.76	1.89	2.43	0.76	0.92	4.76	2.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	22	21	0	1	1	0	0	0	0	0	1	0	0	0
Other Senior Pay (Non-SES) percent row	%	0.16	0.17	0.00	0.13	0.31	0.00	0.00	0.00	0.00	0.00	4.76	0.00	0.00	0.00
TOTAL	#	14047	12560	370	788	325	42	40	8	122	13	21	4	67	2

File Process Date and Time: null

For period covering October 1, 2016 to September 30, 2017.

[illegible]

NOTE: Percentages computed down columns and NOT across rows.

Table B4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability (Temporary): Calculated within Group

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GS-01	#	6	6	2	0	0	0	0	0	0	0	0	0	0	0
GS-01 percent row	%	0.89	1.05	3.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 percent row	%	0.74	0.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 percent row	%	0.59	0.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	51	47	2	4	1	0	0	0	0	0	0	0	1	0
GS-04 percent row	%	7.57	8.19	3.77	8.51	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00
GS-05	#	14	11	0	3	1	0	0	0	0	0	0	0	1	0
GS-05 percent row	%	2.08	1.92	0.00	6.38	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00
GS-06	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
GS-06 percent row	%	0.30	0.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	56	51	1	5	1	0	0	0	0	0	0	0	1	0
GS-07 percent row	%	8.31	8.89	1.89	10.64	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16.67	0.00
GS-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-08 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	62	59	7	3	2	1	1	0	0	0	0	0	0	0
GS-09 percent row	%	9.20	10.28	13.21	6.38	18.18	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	60	49	4	11	3	0	0	0	0	0	1	0	2	0
GS-11 percent row	%	8.90	8.54	7.55	23.40	27.27	0.00	0.00	0.00	0.00	0.00	33.33	0.00	33.33	0.00
GS-12	#	89	82	6	7	2	0	0	0	0	0	1	0	1	0
GS-12 percent row	%	13.20	14.29	11.32	14.89	18.18	0.00	0.00	0.00	0.00	0.00	33.33	0.00	16.67	0.00
GS-13	#	13	13	1	0	0	0	0	0	0	0	0	0	0	0
GS-13 percent row	%	1.93	2.26	1.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14	#	4	2	0	2	1	0	0	0	0	0	1	0	0	0
GS-14 percent row	%	0.59	0.35	0.00	4.26	9.09	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00	0.00
GS-15	#	9	9	2	0	0	0	0	0	0	0	0	0	0	0
GS-15 percent row	%	1.34	1.57	3.77	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service percent row	%	0.15	0.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	0.15	0.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	674	574	53	47	11	1	1	0	0	0	3	0	6	0

File Process Date and Time: null

For period covering October 1, 2016 to September 30, 2017.

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
TOTAL percent row	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	0.00	0.00	0.00	100.00	0.00	100.00	0.00

NOTE: Percentages computed down columns and NOT across rows.

Table B4 - Participation Rates For AD Grades by Disability (Permanent) : Calculated within Group

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Physical									Cognitive		
							Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]			
AD-00	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0			
AD-00 percent row	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
AD-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
AD-01 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
AD-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
AD-02 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
AD-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
AD-03 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
AD-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
AD-04 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
AD-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
AD-05 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
AD-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
AD-06 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
AD-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
AD-07 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
AD-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
AD-08 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
AD-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
AD-09 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
AD-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
AD-10 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
AD-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
AD-11 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
AD-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
AD-12 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
AD-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
AD-13 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
AD-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
AD-14 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
AD-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
AD-15 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
AD-16	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
AD-16 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
AD-17	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
AD-17 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
AD-18	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0			

File Process Date and Time: null

For period covering October 1, 2016 to September 30, 2017.

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
AD-18 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-19	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-19 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-20	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-20 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-21	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-21 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-22	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-22 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-23	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-23 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-24	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-24 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-25	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-25 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-26	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-26 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-27	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-27 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-28	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-28 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-29	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-29 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-30	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-30 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-31	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-31 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-32	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-32 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-33	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-33 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-34	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-34 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-35	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-35 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-36	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-36 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-37	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-37 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

File Process Date and Time: null

For period covering October 1, 2016 to September 30, 2017.

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Environmental Protection Agency

For period covering October 1, 2016 to September 30, 2017.

File Process Date and Time: null

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
AD-40	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-40 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Permanent)	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Total AD Workforce (Permanent) percent row	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Percentages computed down columns and NOT across rows.

Table B4 - Participation Rates For AD Grades by Disability (Temporary) : Calculated within Group

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File Process Date and Time: null

For period covering October 1, 2016 to September 30, 2017.

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
AD-18 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-19	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-19 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-20	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-20 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-21	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-21 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-22	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-22 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-23	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-23 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-24	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-24 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-25	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-25 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-26	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-26 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-27	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-27 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-28	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-28 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-29	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-29 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-30	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-30 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-31	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-31 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-32	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-32 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-33	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-33 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-34	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-34 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-35	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-35 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-36	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-36 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-37	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-37 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

File Process Date and Time: null

For period covering October 1, 2016 to September 30, 2017.

[illegible]

Environmental Protection Agency

For period covering October 1, 2016 to September 30, 2017.

File Process Date and Time: null

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
AD-40	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-40 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Temporary)	#	68	65	7	3	1	0	0	0	0	0	1	0	0	0
Total AD Workforce (Temporary) percent row	%	100.00	100.00	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00

NOTE: Percentages computed down columns and NOT across rows.

File Process Date and Time: null

Table B5: PARTICIPATION RATES FOR WAGE GRADES by Disability (Permanent): Calculated within Group

WD/WG, WL/WS & Other Wage Grades		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Grade-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-01 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-02 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-03 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-04 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-05	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
Grade-05 percent row	%	75.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-06 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-07 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-08 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-09 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-10 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-11 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-12 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-13 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade-14 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Grade-15	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Grade-15 percent row	%	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL percent row	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE: Percentages computed down columns and NOT across rows.